GE HealthCare

2023 Sustainability Report

Creating a world where healthcare has no limits

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Our approach

About this report

This publication reflects our ambition to create a world where healthcare has no limits. As our second Sustainability Report since the spin-off of GE HealthCare Technologies Inc. (GE HealthCare) from General Electric Company (GE) in January 2023, it focuses on our progress and performance in the reporting period from January 1 to December 31, 2023. In some cases, this report may contain more up-to-date information, including descriptions of some of the programs implemented by GE HealthCare.

Our overarching approach to sustainability is guided by five priority areas that were identified in our most recent materiality assessment.[1] In 2024, we intend to update and widen this assessment. This Sustainability Report outlines progress in these areas and other topics that are important to us and our stakeholders. As we evolve, we are committed to improving our programs, including through regular, open, and transparent communication with our varied stakeholders.

As a member of the United Nations Global Compact (UNGC), we are aligning our strategy with the United Nations Sustainable Development Goals (UN SDGs). Our reporting is further guided by internationally recognized standards and frameworks, including the Sustainability Accounting Standards Board (SASB) and the Task Force on Climate-related Financial Disclosures (TCFD). Related indices are in this report's appendices. Our Scope 1 and 2 greenhouse gas (GHG) emissions have been assured by a third party; all related information is also included in the appendices. For more information on our approach to sustainability and our first report, visit our sustainability website.

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[1] For the purposes of this report, materiality refers to the environmental and social impacts of GE HealthCare's strategy and operations. It does not have the same meaning as the term "materiality" used in accounting standards or under U.S. federal securities laws.
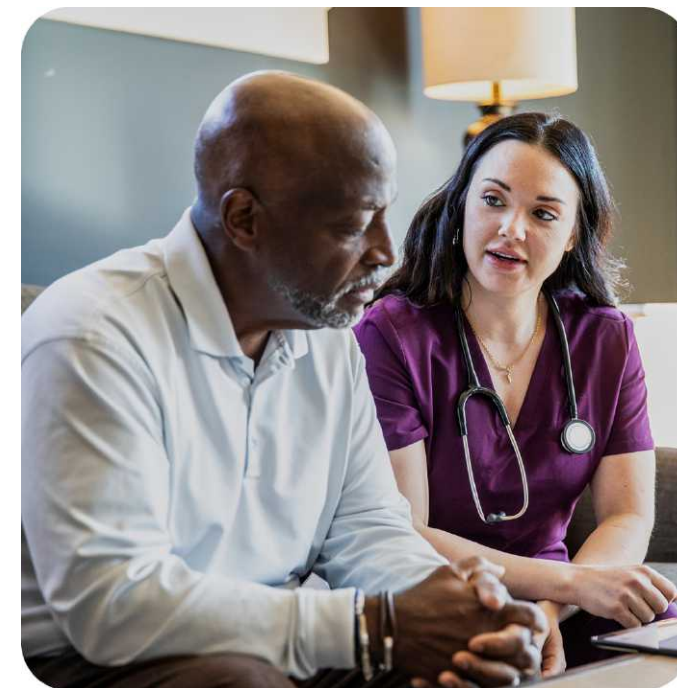
Cautionary statement regarding forward-looking statements

This report contains forward-looking statements. These forward-looking statements might be identified by words and variations of words, such as "will," "expect," "may," "would," "could," "plan," "believe," "anticipate," "intend," "estimate," "potential," "position," "forecast," "target," "guidance," "outlook," and similar expressions. These forward-looking statements may include, but are not limited to, statements about our business; information related to our business segment portfolios and strategies; our business and environmental, social, and governance (ESG) plans, performance, and goals, including our environmental targets; our governance policies and principles; our plans related to our social impact; and our cybersecurity and data privacy plans and goals. These forward-looking statements involve risks and uncertainties, many of which are beyond our control. Factors that could cause our actual results to differ materially from those described in our forward-looking statements include, but are not limited to, operating in highly competitive markets; our ability to successfully complete strategic transactions; the actions or inactions of third parties with whom we partner and the various collaboration, licensing, and other partnerships and alliances we have with third parties; demand for our products, services, or solutions and factors that affect that demand; management of our supply chain and our ability to cost-effectively secure the materials we need to operate our business; disruptions in our operations; changes in third-party and government reimbursement processes, rates, contractual relationships, and mix of public and private payers, including those related to government shutdowns; our ability to attract and/or retain key personnel and qualified employees; global economic instability, including that resulting from the conflict between Ukraine and Russia, the conflict in Israel and surrounding areas, and the actions in the Red Sea region; public health crises, epidemics, and pandemics and their effects on our business; maintenance and protection of our intellectual property rights as well as maintenance of successful research and development (R&D) efforts with respect to commercially successful products and technologies; the impact of potential information technology, cybersecurity, or data security breaches; compliance with the various legal, regulatory, tax, privacy, and other laws we are subject to, such as the Foreign Corrupt Practices Act and similar anti-corruption and anti-bribery laws globally and related changes, claims, inquiries, investigations, or actions; our ability to control increases in healthcare costs and any subsequent effect on demand for our products, services, or solutions; the impacts related to our increasing focus on and investment in cloud, edge, artificial intelligence (AI), and software offerings; the impact of potential product liability claims; ESG matters; our ability to operate effectively as an independent, publicly traded company; and our level of indebtedness, as well as our general ability to comply with covenants under our debt instruments, and any related effect on our business. Please also see the "Risk Factors" section of our Annual Report on Form 10-K for the fiscal year ended December 31, 2023, filed with the U.S. Securities and Exchange Commission (SEC) and any updates or amendments we make in future filings. There may be other factors not presently known to us or that we currently consider to be immaterial that could cause our actual results to differ materially from those projected in any forward-looking statements we make. We do not undertake any obligation to update or revise our forward-looking statements except as required by applicable law or regulation.

In addition, historical, current, and forward-looking environmental- and social-related statements may be based on standards for measuring progress that are still developing, internal controls and processes that continue to evolve, and assumptions that are subject to change in the future. We caution you that these statements are not guarantees of future performance, nor promises that goals or targets will be met, and are subject to numerous and evolving risks and uncertainties that we may not be able to predict or assess. In some cases, we may determine to adjust our commitments, goals, or targets, or establish new ones to reflect changes in our business, operations, or plans.

The inclusion of information in this report should not be construed as a characterization regarding the materiality or financial impact of that information. For additional information regarding GE HealthCare, please see our Annual Report on Form 10-K for the fiscal year ended December 31, 2023, and other filings with the SEC.

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Message from Peter J. Arduini, President and CEO

"We are putting patients at the center of everything we do, aligning with our purpose to create a world where healthcare has no limits."

Dear stakeholders,

GE HealthCare was founded on a legacy of improving the quality of life for people around the world. As an independent company since 2023, we are continuing to strengthen that commitment by putting patients at the center of everything we do, aligning with our purpose to create a world where healthcare has no limits. With more than 1 billion patients around the world touched by a GE HealthCare product or care solution annually, we recognize the important role we play in contributing to a more equitable, inclusive, and sustainable world.

Innovation and access

Our impact on patients begins with innovation — developing and delivering medical technology, pharmaceutical diagnostics, and digital solutions that transform patient care and healthcare systems worldwide.

In 2023, we launched more than 40 innovations addressing key challenges across our oncology, cardiology, and neurology care pathways, helping healthcare providers deliver more personalized and preventive care. We topped the U.S. Food and Drug Administration (FDA) list with the most AI-enabled medical device authorizations of any other medical technology company, with 58, and increased our investment in R&D to almost $1 billion to help meet the needs of a dynamic and evolving global health ecosystem. Through GE HealthCare innovations in precision imaging, AI-enabled solutions, and highly targeted therapies, healthcare providers are revolutionizing the diagnosis, treatment, and management of chronic diseases like dementia, heart disease, and cancer.

The digital healthcare revolution is optimizing data utilization and enhancing patient care delivery. By democratizing healthcare through connected devices, AI, and cloud and mobile technology, healthcare systems are expanding access to quality care, particularly in remote and underserved communities.

In 2023, we launched a new GE HealthCare Academy in Astana, Kazakhstan, one of many training sites around the world, to enable continuous education and help improve quality of care. We are proud of the $44 million grant we received from the Bill & Melinda Gates Foundation to continue the development of AI-assisted ultrasound technology aimed at enhancing access to lifesaving technology in low- and middle-income countries. This technology also will run on lower-cost handheld devices, further enhancing access to healthcare services.

We are also addressing equitable access to healthcare through the GE HealthCare Foundation. At its launch in early 2024, the foundation announced grants to organizations in the United States, Africa, and Indonesia to advance health equity for mothers and babies. These organizations will bolster access to specialized maternal care and workforce training, which will provide critical support and save lives throughout the stages of pregnancy and childbirth.

Nurturing a healthy planet

To protect our health, we must protect our planet. We recognize the link between climate change and patient outcomes. Rising temperatures, extreme weather events, and shifting disease patterns pose significant threats to public health systems.

GE HealthCare's goals to reduce GHG emissions within our operations and across our value chain were recently reviewed and approved by the Science Based Targets initiative (SBTi). Our goal is to reduce operational GHG emissions (Scope 1 and 2) by 42% and Scope 3 emissions from purchased goods and services, upstream transportation and distribution, business travel, and use of sold products by 25% by 2030 compared to a 2022 baseline. These goals are interim milestones on our road to reaching net zero by 2050. In 2023, we achieved a 13% reduction in Scope 1 and 2 emissions compared with our 2022 baseline.

We are seeking to optimize our energy consumption, reduce waste, and enhance overall operational efficiency — all while working to keep products in use for as long as possible. For more than two decades, our industry-leading GoldSeal program has contributed to the circular economy by extending device life by accepting trade-ins, harvesting parts, and refurbishing devices, and it has helped expand access to our health technology.

Culture and colleagues

Our people are our greatest asset, and we continue to prioritize making progress on our culture journey together. As a new company, advancing culture is critical to helping us deliver on our purpose, successfully drive growth, and best serve our people, patients, and customers. We redesigned our performance management approach in 2023, with deliberate shifts to align with our culture and focus on the impact we deliver.

Safety remains at the core of our culture and is rooted in leadership, ownership, and accountability. We require our operational sites to conduct a health and safety program assessment annually and establish plans to address opportunities for continual improvement. We integrate health and safety indicators into monthly operating reviews, monitoring our performance at the corporate, segment, regional, and local operations levels. Importantly, our leaders are responsible for, measured on, and rewarded for their overarching environmental, health, and safety (EHS) performance within their operations.

To help advance an inclusive and vibrant workplace, we have introduced a comprehensive diversity, equity, and inclusion (DEI) strategy and are piloting options for more extensive DEI training. In 2023, I become a signatory of the CEO Action for Diversity and Inclusion pledge, joining more than 2,500 CEOs to create a more inclusive culture while supporting complex— and often challenging — conversations about DEI-related topics. While there is still work to do, I believe we are well positioned to make progress and better reflect the diversity of our people, patients, and providers.

In our first year as a publicly listed company, we joined the UNGC, demonstrating our commitment to sustainable development and ethical business practices on a global scale. Across all levels of GE HealthCare, our governance mechanisms prioritize ethical conduct, transparency, integrity, and accountability, which are all key elements of a successful culture. While the progress we have made in our first year is encouraging, we are committed to addressing the work ahead.

Thank you for your interest in GE HealthCare, and the next chapter in our storied history to build a healthier future. I invite you to read more about our progress and join us in living our purpose to create a world where healthcare has no limits. We welcome your comments and feedback.

On behalf of our colleagues worldwide, we appreciate your continued support and partnership.

Sincerely,

Peter J. Arduini
President and CEO

About GE HealthCare

GE HealthCare is a leading global medical technology, pharmaceutical diagnostics, and digital solutions innovator, dedicated to providing integrated solutions, services, and data analytics to make hospitals more efficient, clinicians more effective, therapies more precise, and patients healthier and happier. Serving patients and providers for more than 125 years, GE HealthCare is advancing personalized, connected, and compassionate care, while simplifying the patient's journey across the care pathway. Together our Imaging, Ultrasound, Patient Care Solutions, and Pharmaceutical Diagnostics businesses help improve patient care from diagnosis, to therapy, to monitoring. We are a $19.6 billion business with approximately 51,000 colleagues working to create a world where healthcare has no limits.

GE HealthCare's extensive reach

1B+
Patients served annually

$19.6B
Revenue in 2023

>125
Year legacy

Approximately
160
countries with customers

Approximately
51,000
colleagues

$1B+
Annual R&D

4M+
Installed base equipment

58 AI-enabled medical device authorizations, topping FDA list[2]

FY 2023 revenues by region

United States and Canada (USCAN)
$8.6B
17k

Europe, the Middle East, and Africa (EMEA)
$5.1B
15k

China region
$2.8B
7k

Rest of world
$3.2B
12k

FY 2023 colleagues by region

FY 2023 revenue by segment

$2.3B
Pharmaceutical Diagnostics (PDx)

$3.1B
Patient Care Solutions (PCS)

$66M
Other[3]

$10.6B
Imaging

$3.5B
Ultrasound

At GE HealthCare, we have developed Cultural Operating Principles that clearly define our values and the behaviors we expect of ourselves and each other. One of these principles, **Lead with a lean mindset**, serves as a guide for how we execute our strategy, align our priorities, and run our business. **Safety, quality, delivery, cost, and innovation**—in that order—help us deliver the safe and effective products, services, and solutions that our customers want. As we continue to improve our offerings, we remain steadfast in our commitment to prioritizing safety above all else. With a culture of safety first, every step we take is built on a secure foundation.

Serve our people, patients, and customers.

Lead with a lean mindset.

Empower entrepreneurial spirit.

Deliver the future of healthcare.

Win together and have fun.

Always act with the highest integrity.

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2   Source: https://www.fda.gov/medical-devices/software-medical-device-samd/artificial-intelligence-and-machine-learning-aiml-enabled-medical-devices.
3   Financial information not presented within the reportable segments, shown within the Other category, represents the HealthCare Financial Services (HFS) business which does not meet the definition of an operating segment.

Our four segments
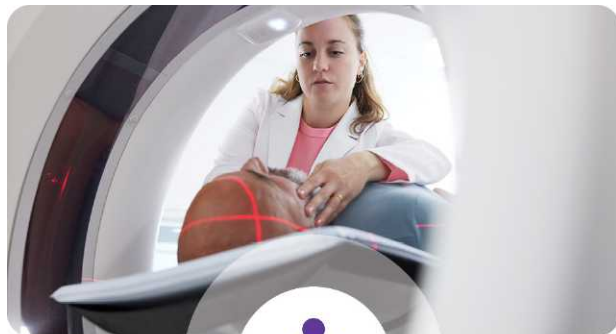
Imaging

Medical imaging solutions, including molecular imaging (MI), computed tomography (CT), magnetic resonance (MR), image-guided therapies, women's health products, and X-ray systems.

Ultrasound

Radiology and primary care, women's health, cardiovascular, point of care, and handheld and surgical visualization and guidance.

Patient Care Solutions

Patient monitoring, anesthesia and respiratory care, diagnostic cardiology, maternal infant care, and consumables and services.
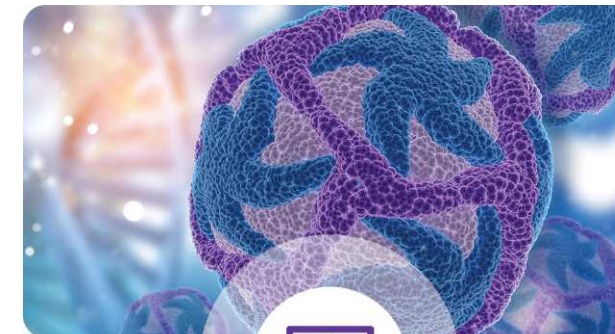
Pharmaceutical Diagnostics

Contrast media and molecular imaging agents.

Milestones

FDA clearance for state-of-the-art deep-learning–based technology that enables MR cardiac imaging within a single heartbeat and can reduce scan time by up to 83%.

Pioneered the first handheld ultrasound in 2010. In 2021, we added intuitive software and made it wireless and pocket-sized, with crystal-clear image quality for whole-body scanning — all in the palm of clinicians' hands.

FDA clearance for a first-of-its-kind, wireless monitoring solution that aids early detection of patient deterioration.

Introduced the first and only FDA-approved positron emission tomography (PET) agent for color imaging of amyloid plaque, which is now used to aid in the diagnosis of Alzheimer's disease in patients.

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Innovation at GE HealthCare

Innovation creates value for our customers and stakeholders. Having a culture of innovation is a core element of our business. Our R&D efforts concentrate on creating new products and solutions, developing new applications for products, and enhancing our existing products to improve outcomes for customers and their patients. We employ approximately 10,300 engineers and scientists worldwide, including hardware, systems, and software engineers, and personnel focused on clinical research. We also engage in and sponsor clinical research and product development through collaborations with universities, medical centers, and other organizations.

This focus on innovation is nothing new. We have been working to improve patient care since the 1890s, when we made the forerunner of today's X-ray machines.
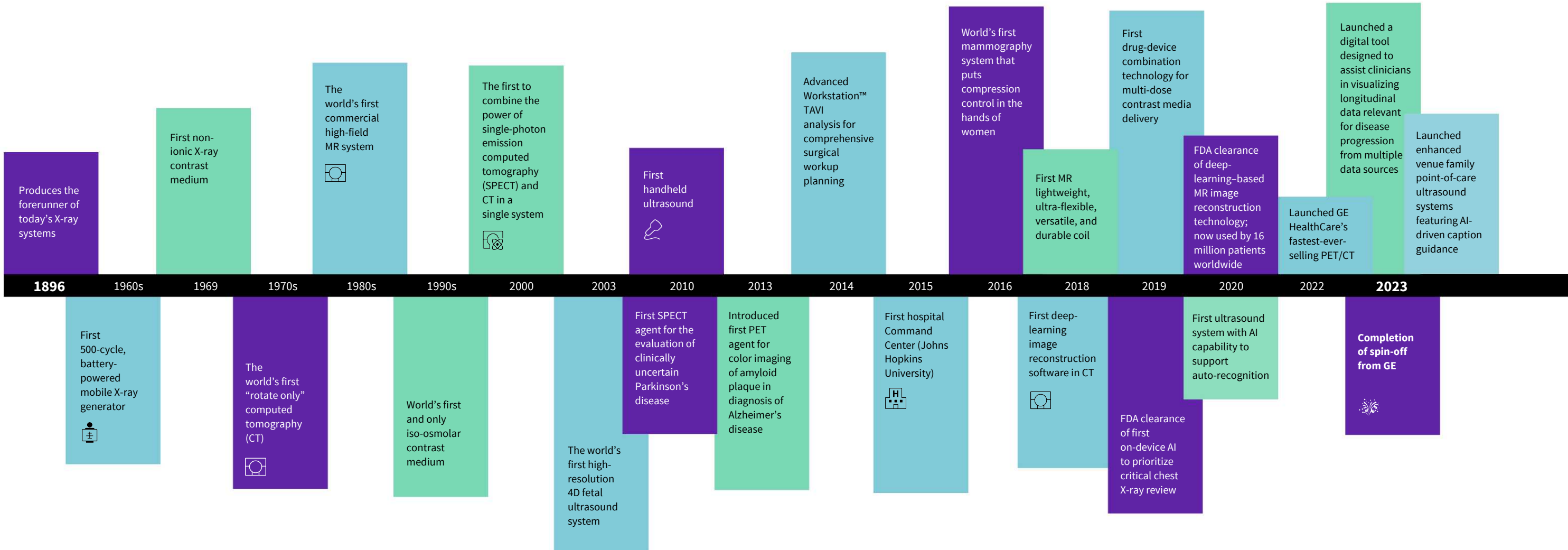
$1B+
Annually in R&D to drive future growth

11,000+
Patents granted globally

58
AI-enabled device authorizations in the United States

Timeline

1896 — Produces the forerunner of today's X-ray systems

1960s — First 500-cycle, battery-powered mobile X-ray generator

1969 — First non-ionic X-ray contrast medium

1970s — The world's first "rotate only" computed tomography (CT)

1980s — The world's first commercial high-field MR system

1990s — World's first and only iso-osmolar contrast medium

2000 — The first to combine the power of single-photon emission computed tomography (SPECT) and CT in a single system

2003 — The world's first high-resolution 4D fetal ultrasound system

2010 — First handheld ultrasound; First SPECT agent for the evaluation of clinically uncertain Parkinson's disease

2013 — Introduced first PET agent for color imaging of amyloid plaque in diagnosis of Alzheimer's disease

2014 — Advanced Workstation™ TAVI analysis for comprehensive surgical workup planning

2015 — First hospital Command Center (Johns Hopkins University)

2016 — World's first mammography system that puts compression control in the hands of women

2018 — First MR lightweight, ultra-flexible, versatile, and durable coil; First deep-learning image reconstruction software in CT

2019 — First drug-device combination technology for multi-dose contrast media delivery; FDA clearance of first on-device AI to prioritize critical chest X-ray review

2020 — FDA clearance of deep-learning–based MR image reconstruction technology; now used by 16 million patients worldwide; First ultrasound system with AI capability to support auto-recognition

2022 — Launched GE HealthCare's fastest-ever-selling PET/CT

2023 — Launched a digital tool designed to assist clinicians in visualizing longitudinal data relevant for disease progression from multiple data sources; Launched enhanced venue family point-of-care ultrasound systems featuring AI-driven caption guidance; Completion of spin-off from GE

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Our sustainability commitment and priorities

Message from sustainability leader

Dear stakeholders,

As we publish our second Sustainability Report, I am reflecting on our first year as an independent company. Sustainability is an integral part of our overarching business strategy. It's about positively impacting people, patients, and our planet while driving innovation and creating long-term value. During our first year as a standalone company, we focused on establishing a strong foundation for our sustainability efforts, guided by transparency, accountability, and a commitment to continuous improvement.

In 2023, we took significant steps to strengthen our commitment to sustainability, recognizing that there is always more to learn and do. We joined the UNGC, expressing our commitment to upholding its Ten Principles in our strategy, culture, and day-to-day operations. As a member of the UNGC, we value the opportunity to make a meaningful impact on the UN's broader development goals, particularly the SDGs.

We know we are more powerful as a collective, and we are engaging our customers, partners, and suppliers in our work. We are connecting with our customers to identify opportunities to mutually support each other's sustainability initiatives. We have also asked our top suppliers to complete an EcoVadis ESG assessment, which will benchmark their programs and impacts in areas from the environment and ethics, to labor and human rights and sustainable procurement.

To enhance transparency, we're expanding disclosures and key performance indicators. In this report, we've incorporated more information about our material topics, alongside emerging areas such as responsible AI. We are also widening the scope of our environmental disclosures by adding information about our climate risk assessment, net zero roadmap, and new standards related to biodiversity, resource conservation, and pollution prevention and management.

Looking ahead, we are taking additional steps to improve our programs and initiatives. Later this year, we plan to finalize a double materiality assessment to help us take a fresh look at the topics that matter most to GE HealthCare and our stakeholders. This will guide our actions and help us fulfill our obligations under European Union (EU) legislation.

As we reflect on our efforts, we remain committed to listening to feedback, learning from our experiences, and advancing our sustainability practices to meet the evolving needs of our stakeholders and the world around us.

To learn more about our latest achievements, please visit the 2023 highlights page, which sets out key developments of the past year.

Sincerely,

Kelvin Sanborn
Head of ESG, GE HealthCare

Our sustainability strategy

Our goal is to deliver long-term value and impact by integrating our sustainability strategy into our business across the five main areas identified by our materiality assessment.

Expanding access to quality healthcare

We aim to enable earlier, better, and faster diagnosis and treatment for more patients by improving access for underserved populations around the globe.

For more, see the Expanding access to healthcare section.

Promoting inclusion and diversity

We seek to foster a diverse, equitable, and inclusive environment for our colleagues that represents the communities we serve.

For more, see the Diversity, equity, and inclusion section.

Mitigating our climate impact and improving resilience

We are working to reduce our Scope 1 and 2 emissions by 42% and our Scope 3 emissions from purchased goods and services, upstream transportation and distribution, business travel and use of sold products by 25% by 2030 compared to a 2022 baseline, on the road to reaching net zero by 2050.

For more, see the Environmental considerations in operations section.

Advancing the circular economy and environmental design

We incorporate environmental considerations at the design phase of our products and promote and enable the reuse of equipment and parts from de-installed equipment.

For more, see the Environmental considerations in products section.

Protecting patient data and cybersecurity

We strive to deliver safe and effective products and services that enhance patient care and feature embedded security features to address growing patient data and cybersecurity concerns.

For more, see the Cybersecurity and data privacy section.

These focus areas are underpinned by our long-standing commitment to product safety, integrity, and innovation:

Product safety

We develop our products and services using a world-class quality system that addresses the rigorous requirements of approximately 160 countries. For more, see the Product and service quality and safety section.

Integrity

We prioritize acting with integrity in everything we do, and our ethical policies and behavior are embedded across all our operations and business relationships. For more, see the Culture of integrity section.

Innovation

Our culture of innovation is a core element of our business and creates value for our customers and stakeholders. For more, see the Innovation at GE HealthCare section.

As we further develop our sustainability strategy, our disclosures aim to provide transparency and demonstrate accountability and impact. This year's report includes additional key performance indicators that allow us to track our achievements in key areas; see our full list in the appendices.

Commitment to external frameworks and initiatives

In 2023, GE HealthCare became a signatory to the UNGC, furthering our commitment to adopting sustainable and socially responsible policies and reporting annually on their implementation. Specifically, GE HealthCare commits to upholding the UNGC's Ten Principles, which provide operational guidance in the areas of human rights, labor, environment, and anti-corruption. The SDGs underpin the UNGC, and while our operations touch on a number of those goals, our analysis shows that we can make the most impactful contribution to the following SDGs:

Goal 3: Ensure healthy lives and promote well-being for all at all ages.

GE HealthCare action:
We provide innovative medical technologies and solutions to improve healthcare worldwide. Through our products and services, we are helping to reduce mortality rates and improve patient care. Additionally, we actively engage in working to address healthcare disparities and expand healthcare access.

Learn more:
Expanding access to healthcare
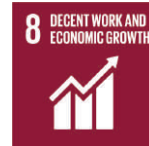
Goal 8: Promote sustained, inclusive, and sustainable economic growth, full and productive employment and decent work for all.

GE HealthCare action:
We foster economic growth and decent work through our employment opportunities and supply chain activities in the healthcare sector. By investing in research, development, and infrastructure, we not only create jobs but also enhance productivity and innovation, supporting sustainable economic growth and promoting inclusive and sustainable employment.

Learn more:
Supporting our people
Ethical supply chain

Goal 10: Reduce inequality within and among countries.

GE HealthCare action:
We work to reduce inequality in healthcare access through our innovative technologies and solutions, aiming to bridge gaps in healthcare provision globally. We are also enhancing diversity, equity, and inclusion within our company and our supply chain and supporting training around the globe.

Learn more:
Expanding access to healthcare
Diversity, equity, and inclusion

Goal 12: Ensure sustainable consumption and production patterns.

GE HealthCare action:
We strive to minimize our environmental footprint while delivering high-quality healthcare products and services. We promote responsible consumption and production through environmentally conscious design and also offer product refurbishment options to keep products in use for as long as possible.

Learn more:
Environmental considerations in operations
Environmental considerations in products

Goal 13: Take urgent action to combat climate change and its impacts.

GE HealthCare action:
We are mitigating climate change impacts through sustainable practices and innovative solutions. We have set robust GHG emissions goals that have been approved by the SBTi.

Learn more:
Environmental considerations in operations
Environmental considerations in products

More information about our primary and secondary SDGs can be found in the appendices.

In 2022, we joined the U.S. Department of Health and Human Services and the White House in the **Health Sector Climate Pledge**. This initiative aims to decarbonize the healthcare sector and make healthcare facilities more resilient to the impacts of climate change. An affirmation of our climate ambitions, the pledge reinforces our goal to reduce Scope 1 and 2 emissions by 42% and Scope 3 emissions from purchased goods and services, upstream transportation and distribution, business travel, and use of sold products by 25%, against a 2022 baseline, by 2030 and to achieve net zero by 2050. See the Protecting the environment section for details on our climate goals.

In early 2024, GE HealthCare became a signatory of the **CEO Action for Diversity and Inclusion™** pledge, which aims to advance diversity and inclusion in the workplace by working across organizations and sectors. See the Diversity, equity, and inclusion section for details on our actions in this area.

Materiality assessment

In 2021, while GE HealthCare was still an operating business of GE, we worked with a third party to conduct a materiality assessment for ESG topics. This analysis identified our top impacts, risks, and opportunities across a wide landscape of ESG topics. With oversight and involvement of our management team, we engaged more than 100 internal and external stakeholders to determine what was most material for GE HealthCare, identifying five priority areas.

GE HealthCare is conducting a double materiality assessment, which we plan to finalize in 2024, and the results will be included in next year's Sustainability Report. This assessment is integrated into GE HealthCare's enterprise risk management (ERM) process. It will examine the impacts our company has on people and the environment and analyze how environmental and social factors influence our company. It also represents a step toward meeting our obligations under the EU's Corporate Sustainability Reporting Directive.

Reimagining Better Health

We know the importance of listening to the people at the heart of healthcare. That is why we commissioned the study **Reimagining Better Health** to better understand the needs, hopes, and expectations of patients and clinicians.[4] The study gathered input from a quantitative, double-blinded survey, a review of more than 50 studies, and qualitative interviews with 5,500 patients and 2,000 hospital-based clinicians across eight different countries and different healthcare models. It revealed that patients and clinicians share one common goal—a more human and flexible healthcare experience. Using these findings, we are advancing our work to make that future a reality by overcoming critical technology, people, and process barriers. Throughout this report, we have included references to how we are using the learnings from the study.

4   Source: https://www.gehealthcare.com/insights/reimagining-better-health.

Advocacy and trade associations

In December 2023, GE HealthCare's President and CEO Peter Arduini was elected Chair of the Board of Directors for the Advanced Medical Technology Association (AdvaMed). The association represents GE HealthCare and hundreds of other device, diagnostics, and digital technology companies that play a critical role in helping clinicians screen, diagnose, and treat patients. AdvaMed supports the medical technology industry, from small startups to large companies, by advocating for policies, regulations, and patient access to safe, effective, and innovative medical technologies that save and improve lives. While focused on U.S. policymakers, AdvaMed has more than 400 members, with a global presence in Europe, India, China, Brazil, and Japan, among other areas. In March 2024, Arduini laid out his vision for transforming healthcare through medical technology during his two-year term. To this end, he strives to focus on building trust, accountability, and equity in AI; enabling resilient healthcare systems and increasing access to medical technology innovation; and celebrating and embracing the power of medical technology.

GE HealthCare collaborates with customers, suppliers, and partners to reduce our environmental footprint. We are working to drive forward the harmonization of environmental policy in different parts of the world and are engaged in industry associations and regularly attend major international meetings, such as the Conference of the Parties to the Basel Convention, to represent the interests of the medical industry.

Stakeholder engagement

We believe in open and transparent communication with our stakeholders. GE HealthCare engages with six main stakeholder groups: colleagues, communities, customers, government bodies and policymakers, stockholders, and suppliers. Their input provides us with valuable insights that inform our decisions and actions.

In 2023, we engaged with our internal and external stakeholders in a variety of ways, as shown below.

Stakeholder group

Colleagues
- Daily interactions between managers and colleagues
- Annual performance and development reviews
- Quarterly town halls with leadership
- Departmental team meetings
- Colleague surveys
- Ombuds hotline
- Careers website (for future colleagues)
- Next Generation Resource Groups

Government bodies and policymakers
- Engagement with government agencies and authorities with oversight of the healthcare sector
- Advocacy through industry associations

Suppliers
- Regular dialogue from initial screening to onboarding and auditing
- Annual Supplier Summit
- Supplier portal, including training and other resources

Communities
- Local site-specific processes to address complaints and concerns
- Donations of equipment and time to communities in need
- Community engagement focused on addressing health equity

Customers
- Education and training
- Regular customer engagement and dialogue
- Communication with sales, marketing, and service teams
- Participation in industry events and conferences
- Dedicated team of field service engineers

Stockholders
- Regular engagement with investors and analysts, including quarterly calls
- Public filings and reports
- Investor roadshows and conferences
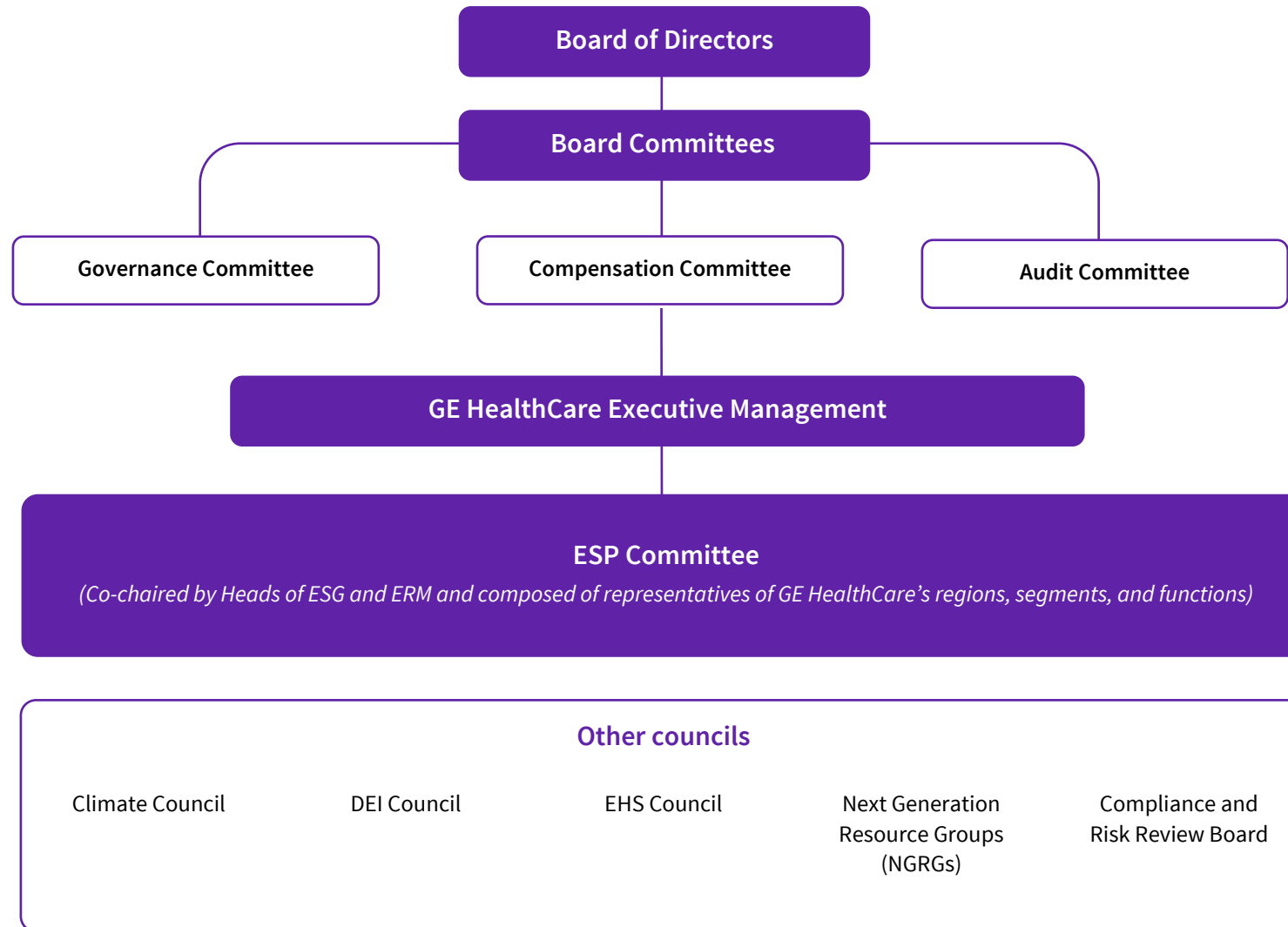- Annual meeting of stockholders

Sustainability governance

The **Board of Directors** (the Board) oversees our ESG program and the establishment and execution of corporate strategy by management. The Board receives regular updates to stay apprised of risks and opportunities, including through its committees, which have specific oversight responsibilities:

- **The Nominating and Governance Committee** (the Governance Committee) oversees the company's ERM framework, as well as risks relating to corporate governance; quality and regulatory matters; public policy initiatives, including policies and strategies related to political contributions and lobbying; and EHS matters.

- **The Talent, Culture, and Compensation Committee** (the Compensation Committee) oversees risks relating to senior management and director compensation and human capital management, which may include matters such as DEI and workplace environment and culture.

- **The Audit Committee** oversees financial and information technology and cybersecurity risks. The Audit Committee oversaw ERM and quality and regulatory matters in 2023; the Board shifted this responsibility to the Governance Committee starting in February 2024 to enhance the balance of oversight responsibilities among the committees.

GE HealthCare's sustainability governance structure

To guide our ESG goals, programs, and initiatives, we have a governance structure that involves the highest levels of our organization. From top-level executives to entry-level colleagues, everyone has responsibility and ownership for sustainability.

Board of Directors

Board Committees

- Governance Committee
- Compensation Committee
- Audit Committee

GE HealthCare Executive Management

ESP Committee
(Co-chaired by Heads of ESG and ERM and composed of representatives of GE HealthCare's regions, segments, and functions)

Other councils

Climate Council | DEI Council | EHS Council | Next Generation Resource Groups (NGRGs) | Compliance and Risk Review Board

At the management level, our **Enterprise Stewardship Program (ESP) Committee** has oversight of our enterprise-wide ESG efforts and our ERM program. The ESP Committee supports GE HealthCare's ongoing goals in connection with environmental stewardship, corporate social responsibility, human capital, governance, and sustainability. It proactively identifies, assesses, and responds to risks and opportunities that could impact our business and operations. It implements GE HealthCare's ESG strategy, including priorities, initiatives, goals, and disclosures, while maintaining transparent and open communication with internal and external stakeholders. The ESP Committee is co-chaired by our Head of ESG and our Head of ERM; membership is composed of representatives across our business segments, regions, and functions.

GE HealthCare also has a number of councils working on specific issues. More information about these bodies is included in each section of this report.

2023 highlights

Expanding access to healthcare

Opened GE HealthCare Academy at Astana Medical University in Kazakhstan to educate up to **150** trainees annually on ultrasound diagnostics.

Received a **$44 million** grant from the Bill & Melinda Gates Foundation to facilitate the creation of user-friendly ultrasound imaging for low- and middle-income countries.

Launched **mobile and remote applications** that can streamline and optimize patient care in rural areas, increase clinical staff productivity, improve collaboration, and reduce costs.

Provided cash and product **donations** for humanitarian relief in areas that include Morocco, Syria, Türkiye, the Middle East, and the Hawaiian island of Maui in the United States.

Donated more than **$1.3 million** to support charitable organizations in communities across the United States.

Supporting our people

Launched training on our new Cultural Operating Principles to strengthen our culture, with over **120,000** combined views by colleagues to date.

Developed and launched a comprehensive **DEI** strategy with four pillars and created tools to guide our NGRGs.

Was chosen as a Best Place to Work for Disability Inclusion on the **Disability Equality Index** for the third straight year.

Maintained **100%** pay equity globally for gender and for U.S. underrepresented minorities. [5]

Protecting the environment

Reduced our operational GHG emissions by **13%** since 2022, which is in line with our goal to reduce operational GHG emissions by 42% by the year 2030 (compared with a 2022 baseline) and to achieve net zero by 2050.

Received approval of our GHG reduction goals from the **SBTi**.

Further integrated environmentally conscious design into product development.

Recovered **7,375** imaging, ultrasound, and surgery machines, leading to 7.3 million kilograms of reused and recycled material.

Safeguarding patient care

Created a Supplier Diversity Council to advance our supplier diversity efforts.

Approximately **400** participants accepted our invitation to our Supplier Summit, which included sessions on topics such as EHS and sustainable sourcing.

Operating responsibly

Initiated revamp of *The Spirit & The Letter*, our **Code of Ethics and Integrity**, to meet the needs of a standalone healthcare company.

[5]   Our pay equity results cover 75% of professional band through executive band colleagues. The results for gender globally include colleagues in 11 countries (the U.S. and the top 10 countries with at least 500 in-scope colleagues) and for the U.S. include Black/African American and other ethnically diverse colleagues.

Expanding access to healthcare

Expanding equitable access to healthcare

Why is this a priority?

As a leading global medical technology, pharmaceutical diagnostics, and digital solutions innovator, GE HealthCare helps clinicians and healthcare providers diagnose and treat patients across more than 160 countries — but we can do much more. We recognize we must support access to these innovations, particularly for at-risk communities, to enable better care for patients who want more flexible access to care when, where, and how they need it. In response to this need, we are working collectively with the healthcare ecosystem to expand access to an even broader population — enabling earlier, better, and faster diagnoses and treatments for more patients.

How are we expanding access to healthcare?

We are advancing healthcare by investing in the development of innovative technologies with fewer infrastructure requirements, that can be implemented using AI and mobile devices to expand care to patients in difficult-to-reach areas. GE HealthCare is merging imaging, diagnostics, and genomic data with clinical science to help build an intelligence-based healthcare system. Our industry-leading program has been in place for more than 30 years, improving access by offering affordable refurbished technology options. Our strategy also involves training healthcare professionals in areas such as medical imaging, ultrasound diagnostics, the use of AI, basic skills training, and ways to engage with patients to advance equitable access to care. Through all of these actions, we can connect more patients to the products and services they need, helping them live fuller, healthier lives.

How do our actions add business value?

Our Reimagining Better Health survey found 44% of patients lack confidence in accessing care in a timely manner. By prioritizing our focus on expanding access to healthcare for patients, we can build more trust and credibility in the healthcare system. This creates broader market opportunities for GE HealthCare and strengthens our reputation as a global healthcare partner.

GE HealthCare

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# Our commitment to expanding equitable access to healthcare

Our approach

GE HealthCare works to improve access to high-quality healthcare around the world. This is essential as approximately 4.5 billion people, more than half of the world's population, do not have access to essential healthcare services.[6]

We are committed to developing innovative technologies and solutions to address healthcare challenges, putting the patient at the center of care, and advancing health equity. Our technology enables caregivers to bring advanced diagnostics, treatments, and monitoring to remote parts of the world and at-risk populations, where access to hospitals and medical equipment is limited.

In 2024, we will introduce a new strategy for creating positive social impact in the communities where we live and work, with a focus on addressing gaps in health equity.

For us, creating a world where healthcare has no limits means equitable access for all.
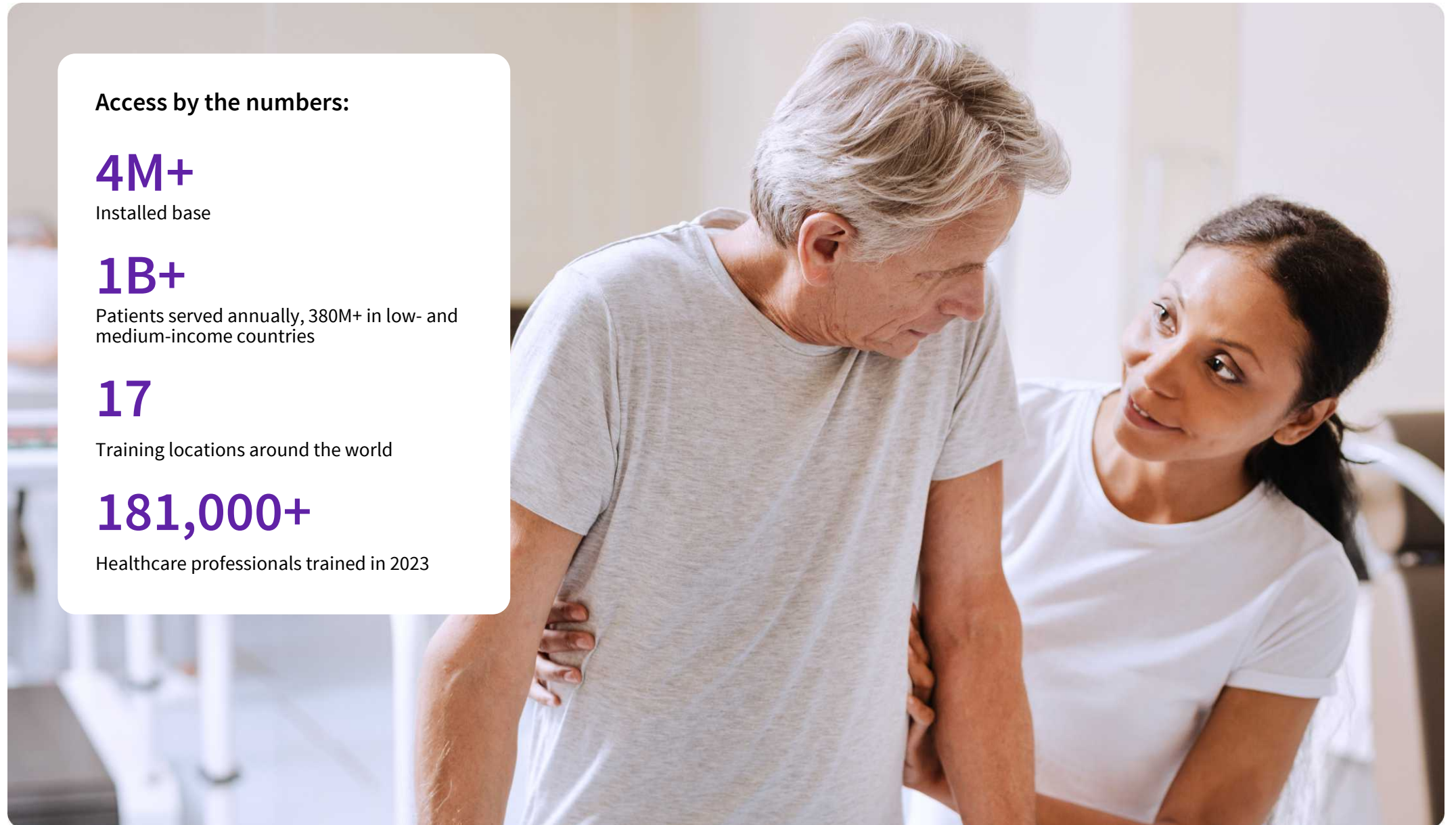
Access by the numbers:

4M+
Installed base

1B+
Patients served annually, 380M+ in low- and medium-income countries

17
Training locations around the world

181,000+
Healthcare professionals trained in 2023

Healthcare workforce and education

Healthcare professionals are critical to providing more effective and accessible patient care around the globe. However, just 55% of clinicians feel they receive adequate training to use the technology at their facilities to its full potential.[7] Recognizing the need to provide these professionals with the skills and knowledge to deliver high-quality care, GE HealthCare offers technical training for the clinicians who operate and maintain healthcare equipment. Covering areas from patient monitoring systems to advanced ultrasound and CT, these courses are available both online and in physical classrooms, where instructors blend practical theory and hands-on exercises. In-person sessions take place at GE HealthCare training facilities in countries including the United States, France, India, and China, as well as at partnering healthcare facilities.

To improve the efficiency of healthcare delivery and reduce barriers to access, GE HealthCare is engaged in initiatives that include:

New GE HealthCare Academy in Astana, Kazakhstan

In November 2023, we opened the first GE HealthCare Academy training center at Astana Medical University in Kazakhstan. This builds on 15 years of GE HealthCare involvement in training in the country, which faces a shortage of qualified medical professionals. The academy's ambition is to develop and improve continuous education and training to enhance the quality of care in Kazakhstan. Opening the academy at one of the country's leading universities will provide valuable resources for up to 150 trainees each year to engage in professional development and networking. The academy joins our existing training centers in France (Buc), the United Kingdom (Pollards Woods), Belgium (Diegem), Romania (Bucharest), and Russia (Moscow and Siberia). In 2022, we also launched the Digital Academy, a self-learning management system for customers in Europe, the Middle East, and Africa that has gathered 7,300 subscribers to date.

The GE HealthCare Academy serves as a contemporary platform that delivers comprehensive training for doctors and offers up-to-date data about new technologies and diagnostic methods. It provides healthcare professionals with lectures and hands-on training on topics such as ultrasound diagnostics in the fields of obstetrics, gynecology, reproductive medicine, cardiology, and general imaging. Healthcare professionals also receive instruction in GE HealthCare technology, including the Voluson E10 AI-based premium ultrasound system. More than 50 Voluson E10 systems are now successfully operating in clinics across Kazakhstan.

Upskilling rural doctors in China

Since 2011, GE HealthCare has been working with local associations to provide various trainings for rural doctors, clinicians, and technicians. By the end of 2023, approximately 60,000 rural doctors had been trained in more than 20 provinces in China. Training rural doctors in proper skill sets is critical for improving local healthcare quality.

Training the trainers in Vietnam

GE HealthCare supports Vin University in Hanoi, which opened its Advanced Imaging Education Center (AIEC) in May 2023. The AIEC provides students with hands-on training in using advanced radiology equipment, including CT, MR, ultrasound, and PET—all provided by GE HealthCare. The center also brings in international experts to train the trainers, including GE HealthCare technicians who helped build the imaging equipment.

Providing medical imaging training in low- and middle-income countries

GE HealthCare is supporting the International Atomic Energy Agency (IAEA) in its program to train professionals in medical imaging. This collaboration is part of the IAEA's Rays of Hope initiative, which tackles the global inequity of access to lifesaving cancer diagnosis and treatment.

In 2023, we extended and expanded our partnership with the IAEA to strengthen cancer diagnosis and treatment capacity in low- and middle-income countries. The shortage of healthcare workers is especially severe for oncology care in these countries, where access to innovation and expertise requires urgent improvement. We also agreed to contribute $50,000 of in-kind training as well as practical arrangements to further support Rays of Hope in offering clinical training to nuclear medicine and radiology practitioners from low- and middle-income countries.

Mobile and remote applications

GE HealthCare's mobile and remote applications can streamline and optimize patient care by increasing clinical staff productivity and improving collaboration. Portable solutions, such as handheld ultrasound devices, are a key element that allow caregivers to bring the equipment to the patient. Mobile and other portable solutions lead to more flexible care and greater access to health services.

GE HealthCare ultrasound specialists work with a hospital in **Australia** to bring ultrasound scans to Indigenous communities at outreach clinics.

The "Mammo Solidaire" is a mobile breast screening truck in **France** that offers free breast cancer screenings to women who have difficulty accessing healthcare.

A mobile breast screening bus uses GE HealthCare ultrasound equipment as it visits hospitals in **Indonesia** to make breast cancer screening and educational programs more accessible.

GE HealthCare is involved in a prostate cancer study in **New Zealand** to improve and personalize diagnosis among the Māori population.

The pocket-sized wireless ultrasound scanner, Vscan Air SL, makes high-quality healthcare more accessible in remote locations, including **Japan's** Miyako island chain.

New technologies and approaches are crucially needed to improve maternal and newborn outcomes. One in 10 newborns in the United States is born prematurely, a rate that has not changed significantly in more than 60 years.[8] At the same time, maternal morbidity and mortality have increased, especially for women of color.[9]

Telehealth and other tech-forward developments are improving monitoring, which can play a critical role in checking the health of pregnant patients, particularly for preterm and high-risk pregnancies. **GE HealthCare's Novii™+ Wireless Patch Solution** was recently approved by the FDA for hospitalized pregnant patients 34 weeks and greater (which extends usage from the previously defined use of 37 weeks and greater). This solution noninvasively measures and displays fetal heart rate, maternal heart rate, and uterine activity. With the expanded indication for Novii+, care teams can now use the fetal and maternal monitoring solution for even more patients faced with high-risk pregnancies.

8   Source: https://www.cdc.gov/reproductivehealth/maternalinfanthealth/pretermbirth.htm.
9   Source: https://www.cdc.gov/nchs/data/hestat/maternal-mortality/2021/maternal-mortality-rates-2021.htm.

AI technology

Digital technology and AI are at the forefront of the next wave of breakthroughs in precision healthcare. This holistic approach integrates various technologies, including advanced medical imaging, AI, and molecular diagnostics, to tailor diagnosis, treatment, and ongoing monitoring and management for optimal patient outcomes. AI is helping to enable more personalized, efficient, and accessible care. It serves as a catalyst for ongoing improvement by addressing some of the obstacles that stand in the way of access to care, such as location, cost, and implicit bias.

GE HealthCare is actively shaping the future of healthcare by advancing AI, streamlining workflows, creating efficiencies, and leveraging strategic collaborations. We are working to unlock the full potential of AI to offer precision care across care pathways.

We are also developing products using deep learning, a subset of AI, to benefit clinicians and patients. Deep learning can accelerate and improve diagnostics through efficient workflows and faster exam times. These technologies have benefited millions of patients globally. For instance, **True Enhance DL**[10] uses a dedicated deep neural network designed to generate deep-learning–based monochromatic-like images from single-energy X-rays. This AI-based solution better informs clinical decision-making for improved patient outcomes. See the Responsible AI section for details on how we use AI responsibly.

Providing access in low- and middle-income countries

GE HealthCare is developing AI-assisted ultrasound technology to improve outcomes in low- and middle-income countries. In 2023, we were awarded a $44 million grant from the Bill & Melinda Gates Foundation to facilitate the creation of user-friendly ultrasound imaging. These tools aim to help healthcare professionals perform quick and accurate ultrasound scans to address maternal and fetal health and respiratory diseases. This technology will run across a range of ultrasound devices and probes, including lower-cost handheld devices.

With **Caption AI** applications, ultrasound examinations can be easier and faster, enabling a broader set of healthcare professionals to conduct basic echocardiogram exams. This technology can help detect signs of diseases, such as heart failure, in at-risk patients in doctors' offices, home settings, and alternate sites of care, potentially preventing hospitalizations and supporting improved clinical outcomes.

10   True Enhance DL is 510(k)-pending with the U.S. FDA. Not available for sale in the United States.

Affordability

Cost is a significant factor in making care more accessible to more people, so we are working to make prevention, care, and treatment more affordable. With 42% of patients lacking confidence that their healthcare system provides affordable care, making access more affordable is essential to creating a healthier future for everyone, regardless of their economic backgrounds.[11]

Upgrades and extensions

The speed of innovation brings both tremendous opportunities and the challenges of integration and keeping pace. To improve access and delivery of care, while minimizing technology obsolescence, we continue to advance our strategy of building in the ability to scale and upgrade our portfolio. This enables healthcare facilities to keep up with the latest technology, now and in the future. Offerings such as GE HealthCare's Smart Subscription give providers access to the latest capabilities without having to purchase a new machine and provide standardization by allowing operators to use the same software across their entire fleet.

11   Source: https://www.gehealthcare.com/insights/reimagining-better-health.

GoldSeal

Hospitals and imaging centers have to provide safe, reliable, advanced, and cost-effective imaging and ultrasound solutions for their communities — even when budgets are tight. That is where the GoldSeal program comes in. GoldSeal systems advance access to cost-effective solutions for healthcare providers and others in the healthcare ecosystem that cannot afford new technology. The program provides high-quality refurbished or certified medical equipment, a viable diagnostic imaging option for hospitals seeking to stretch their budgets by purchasing used but still exceptionally good equipment. GE HealthCare maintains strict control throughout the process, with each system going through an exacting, proprietary process to meet original system specifications and performance quality. See the Environmental considerations in products section for details on our GoldSeal program.

Donations

In 2023, some of GE HealthCare's donations helped expand access to healthcare, including:

Providing lifesaving devices to Ethiopia

We donated 41 Carescape R860 ventilators and 41 GE B125 patient monitors to Ethiopia, providing lifesaving devices to healthcare professionals on the ground. The donated equipment will be installed at seven hospitals in Ethiopia in 2024, significantly improving care at their neonatal infant care units and critical care wards. The donation was made via Assist International, a longtime GE HealthCare partner.

Improving maternal and fetal outcomes in Nigeria

In 2023, GE HealthCare signed a strategic cooperation agreement with Wellbeing Foundation Africa (WBFA) to equip midwives and nurses with the knowledge and skills to operate ultrasound machines. As part of the collaboration, GE HealthCare donated eight VScan ultrasound devices. These mobile devices are well suited for use in resource-limited settings, where accessing traditional ultrasound machines may be challenging. In addition to the donation, WBFA and GE HealthCare are providing comprehensive training for nurses and midwives in three Nigerian states.

Supporting earthquake relief

After a series of devastating earthquakes hit eastern Türkiye and Syria in 2023, GE HealthCare announced it would donate $1 million in equipment to a non-governmental organization, along with Vscan handheld ultrasound and mobile X-ray systems, to be distributed by relief organizations on the ground. We also matched donations from colleagues around the world to several nonprofits, including the Bridge to Türkiye Foundation and the Foundation of Anatolian People and Peace Platform (AHBAP), which provide food and water and meet other basic needs.

Other initiatives

In Hungary, we donated a Versana Balance ultrasound system to provide dedicated gynecological care for homeless women in need, helping healthcare professionals provide trauma-centric care.

In Gambia, GE HealthCare donated echocardiography machines and one EchoPAC™ Software Only for use in a cardiology unit at a teaching hospital in the country's capital.

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GE HealthCare Foundation

In early 2024, we launched the GE HealthCare Foundation. This charitable organization, incorporated separately from GE HealthCare, advances equitable access to precision healthcare by funding innovative social impact initiatives. These projects aim to make healthcare more accessible, personal, human, and flexible. The foundation's overarching goal is to improve outcomes for patients, caregivers, and providers.

In its launch year, the GE HealthCare Foundation is focusing on advancing health equity for mothers and babies. The foundation's grants aim to support organizations focused on research, training, and empowerment for maternal and infant care providers in countries that include the United States, Kenya, and Indonesia. These grants will address the global shortage in the primary care and midwifery workforce, which exacerbates disparities in care for mothers and babies in low- and middle-income countries and underserved communities.

In the spotlight

Pregnant women in Migori County, a rural, marginalized region of Kenya, have limited access to prenatal healthcare services. That's why Migori is one of 10 (of 47 total) Kenyan counties that account for 90% of the country's maternal deaths. Improving that grim statistic is the aim of a project funded by a grant from the GE HealthCare Foundation to Lwala Community Alliance. The project will deliver training on obstetric ultrasound to 28 public healthcare facilities around Migori.

As it launches this year, the GE HealthCare Foundation is focusing initially on a single area to maximize the impact of its grant funding: global maternal health. The foundation is working to address critical gaps in healthcare access, with initial grants going to projects in regions of Kenya, Indonesia, and the United States that are impacted by large disparities in maternal healthcare.

"Changing outcomes require collaboration across sectors," says Abigail Epane-Osuala, Chief Diversity, Equity, and Inclusion Officer GE HealthCare. "That's the approach our newly formed GE HealthCare Foundation is taking as we tackle issues of access to precision care. As Vice President of the foundation, I am grateful that our first focus is on improving maternal and infant care outcomes."

To learn more about GE HealthCare Foundation's mission to reduce maternal mortality, please visit our website.

Supporting our people

Supporting our people

Why is this a priority?

GE HealthCare has approximately 51,000 colleagues globally who are united in our purpose to create a world where healthcare has no limits. Our global workforce is one of our most important assets. Our colleagues are essential in our work to serve our customers, and enable them to provide the highest quality care to patients.

How are we supporting our people?

Protecting the safety of our workforce is integrated into everything we do, from manufacturing to installation, operation, and service. We have established and maintain health and safety standard protocols across GE HealthCare that are designed to align with regulatory requirements, industry practices, and company values. Our efforts extend to promoting the mental and emotional health and wellness of our workforce.

We are also transforming our culture and have aligned the organization around our Cultural Operating Principles, which represent a shared understanding of how we expect colleagues to work with each other and interact with stakeholders.

The leadership team is aligned on our core talent principles and designs our processes to bring these principles to life throughout the organization. A robust colleague development strategy allows GE HealthCare to attract and retain talent. We believe performance matters and how results are achieved is foundational to strong performance. A key pillar of our talent strategy is senior management-led annual organization and talent reviews focused on critical roles, succession plans, and talent development. We are highly focused on fostering an environment that expects and enables ongoing learning and professional development for all our colleagues.

We embrace a diverse workforce and are committed to supporting DEI across our global teams.

How do our actions add business value?

Our success depends on the quality of talent we hire; the guidance, direction, and training we give them; and our cultural norms and expectations. Strong human capital practices will enable our growth strategy and create value for our colleagues, customers, patients, stockholders, and communities.

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Our global workforce

We have approximately 51,000 colleagues serving approximately 160 countries. From a workforce standpoint, our two largest countries are the United States, with approximately 16,700 colleagues and China, with approximately 7,300 colleagues. We have approximately 1,000 union-represented manufacturing colleagues in the United States (5.8%), approximately 700 of whom are covered by four-year collective bargaining agreements that were ratified in 2023 and will expire in June 2027. GE HealthCare's relationship with employee-representative organizations outside the United States takes many forms, including in Europe, where GE HealthCare engages the representative bodies for colleagues, such as works councils and trade unions. We strive to unlock the ambition of all our people so they can innovate, grow, and reach their full potential.

In 2023, more than 9,000 colleagues joined GE HealthCare. For professional, management, and executive roles, 40% were filled by internal candidates. Our global voluntary attrition rate for our professional-level colleagues was 5.3%.
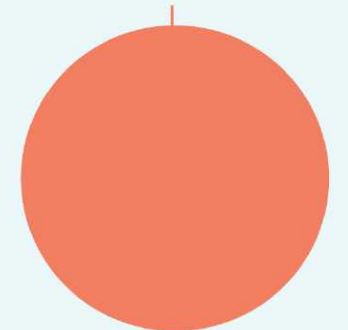

51,000
colleagues in 160 countries

7,300
China

16,700
United States

27,000
Outside of United States and China

Health and safety

Our approach

Our first Cultural Operating Principle is to **serve our people, patients, and customers**, and that commitment starts with safety. Our approach to health and safety is rooted in leadership, ownership, and accountability. Management is accountable for health and safety performance, setting policies and objectives in support of that performance, and providing the resources necessary to meet our health and safety commitments.

Our Environmental, Health, Safety, and Sustainability Policy (EHS Policy) is part of *The Spirit & The Letter*, which, as our Code of Ethics and Integrity and the cornerstone of our culture, guides how we act at GE HealthCare. The EHS Policy sets our expectations for all colleagues and commits us all to EHS excellence. It also lays the foundation for our environmental transformation and our colleague health and safety initiatives. Information on our EHS Policy and approach is included in both this section and the Protecting the environment section. At all levels, our leaders are measured on and responsible for overarching EHS performance within their operations. We set EHS priorities for leadership and front-line personnel focused on risk reduction and effective EHS management systems implementation. We also develop annual EHS risk reduction plans, define and execute standard EHS work processes for leaders, and integrate EHS elements into monthly operations reviews.

Our Executive EHS Council oversees implementation of the EHS Management System across the company. It is chaired by our Chief Supply Chain and Global Services Officer and our EHS Executive, and it includes senior leadership staff members from segments, regions, and supporting functions.

We integrate health and safety indicators into monthly operating reviews, monitoring our performance at the corporate, segment, regional, and local operations levels. We hold annual sessions with our EHS and Lean teams, at which manufacturing facility and service area managers present their EHS and lean strategies and performance to business segment leaders. EHS priorities and performance are also incorporated into our annual individual performance assessment process. See the Performance management redesign section for details on how we work with colleagues to map their performance. To further underscore the importance of health and safety, a safety metric has been incorporated into a strategic initiatives modifier as part of the One GE HealthCare Annual Bonus Plan.

ISO 45001:2018 standard

Our central EHS Management System is certified to the ISO 45001:2018 standard, the international standard governing occupational health and safety management. We have 45 locations certified to the standard.

Policies and related links

GE HealthCare Environmental, Health, Safety, and Sustainability Policy

The Spirit & The Letter

GE HealthCare

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EHS Management System

Our EHS Management System lays the foundation for identifying and managing health and safety risk and compliance across our operations. This system includes processes to define regulatory applicability and accountability, identify and measure risk, build competency, and manage process and personnel changes. Our EHS Framework, a tool deployed at the operations level, assesses adherence to the system. It provides a roadmap to guide implementation and a scorecard to measure conformance to expectations. Our EHS Framework is updated annually to reflect the latest developments and is a focal point of our internal EHS Auditing program.
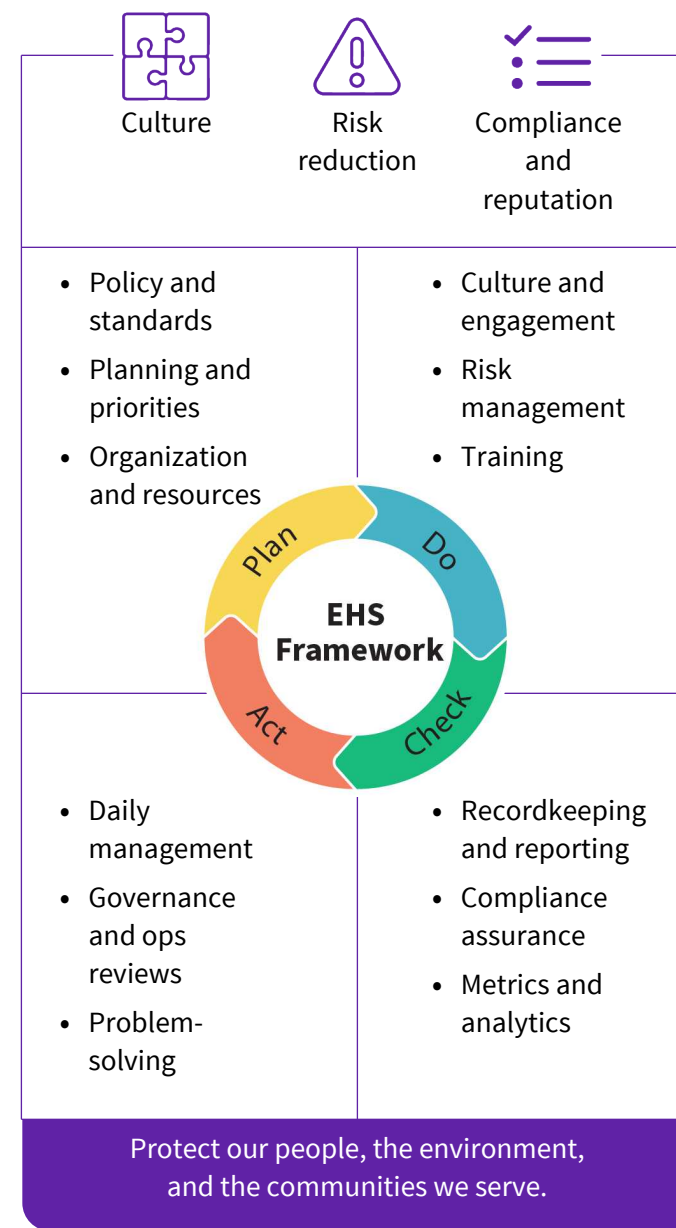
We have aligned our One GE HealthCare Annual Bonus Plan with our focus on safety to provide strong accountability at the leadership level. The bonus plan has a strategic initiatives modifier that includes the use of a safety metric focused on a foundational priority of people, patients, and culture. This modifier results in an increase or decrease of our financial metric results by five percentage points.

In 2023, we made changes to our EHS Management System, taking the opportunity to chart our own path as a standalone company. We restructured our EHS Framework to more clearly align with the International Organization for Standardization (ISO) 45001 standard. In keeping with our focus on reducing risk, we introduced a new scoring methodology that puts a heavier weight on program expectations that are most critical to preventing severe events.

EHS and contractors

At GE HealthCare, we continue to improve our expectations and the digital tools and resources we make available to contractors, distribution partners, and logistics teams. In 2023, we updated our EHS Contract Worker Standard and transitioned to a new digital tool for contractor safety prequalification and program management. We also published the Channel Partner EHS Guide and Construction Code of Practice.

GE HealthCare EHS Management System

Culture   Risk reduction   Compliance and reputation

- Policy and standards
- Planning and priorities
- Organization and resources

- Culture and engagement
- Risk management
- Training

EHS Framework

Plan · Do · Check · Act

- Daily management
- Governance and ops reviews
- Problem-solving

- Recordkeeping and reporting
- Compliance assurance
- Metrics and analytics

Protect our people, the environment, and the communities we serve.

Training and risk management

We expect our colleagues to conform to and understand all relevant health and safety training, follow all health and safety processes and procedures at their worksites, question unsafe or improper operations they may observe, and stop any work they think is unsafe or improper. All colleagues must adhere to our EHS and Sustainability Policy and comply with EHS laws and GE HealthCare EHS standards to protect the health and safety of our people as well as the communities and environments where we operate. **In 2023, we conducted more than 282,000 online and classroom training sessions.**

Each year, we require our operational sites to conduct a health and safety program assessment, which is used as a basis to drive risk reduction and continual improvement. **In 2023, 100% of our operational sites completed this exercise.**

The safety of our colleagues, contractors, customers, and equipment is vitally important during our project delivery and installation process. To that end, we launched **Project Standing Tall**, an initiative that focuses on preventing accidents related to product handling at GE HealthCare facilities and customer installations, which made additional progress in 2023. Since its inception in 2021, the program has achieved a 65% reduction in serious material handling events, with millions in cost savings and a 44% reduction in potentially severe events compared with 2022.

GE HealthCare uses leading and lagging indicators to drive accountability and performance, assess risk, and target support. Some of the metrics used to manage health and safety are:

Colleague concerns: We monitor the volume of reported concerns (reports of unsafe conditions, behaviors identified, or ideas for improvement) as well as the timeliness to take action to close the concerns.

Compliance obligations: We record tasks required by permit/regulation in a calendar system and monitor completion on time as a compliance assurance mechanism.

Audit findings: We monitor both the volume and the timeliness to close actions associated with findings from audits, inspections, and event analyses.

Potentially severe events: We monitor volume, trends, timeliness of investigations, and closure of corrective and preventive actions.

EHS Framework score: We measure the level of implementation of the EHS Management System expectations. Beginning in 2024, this score is weighted with additional emphasis on those criteria most critical to preventing severe events.

The Ergo Cup

GE HealthCare holds our Ergo Cup Competition annually, targeting one of the leading types of injuries (strains and sprains). While the goal is ergonomic risk reduction, the competition highlights the fundamental benefits of leveraging lean for safety. In 2023, the competition attracted 78 entries across all segments and regions, resulting in the elimination or reduction of 2,718 ergonomic risks. Our site in Tianjin, China, was selected as the overall winner of the Ergo Cup in 2023 and represented GE HealthCare at the 2024 Applied Ergonomics Conference in Louisville, Kentucky.

Occupational safety

Our health and safety performance

In 2023, our Injury and Illness Total Recordable Rate was 0.32, a decrease compared with the 2022 rate of 0.35. Our Days Away from Work Incident Rate was 0.14, compared with 0.14 in 2022.

In a deeply regrettable incident, one of our colleagues was fatally injured in 2023 while servicing the patient table of a system installed at a customer facility. We have completed a detailed investigation into this tragic incident, and additional preventive measures and other learnings have been cascaded throughout the organization. Protecting the health and safety of our colleagues and those who work on our behalf is our ultimate responsibility, and this incident has served as a reminder that we can never be complacent. We have used the learnings from this incident to inform our ongoing serious incident prevention focus, which remains a top priority.

GE HealthCare Injury and Illness Rate

Chart showing Injury and Illness Rate by year: 2018: 0.52, 2019: 0.51, 2020: 0.37, 2021: 0.37, 2022: 0.35, 2023: 0.32
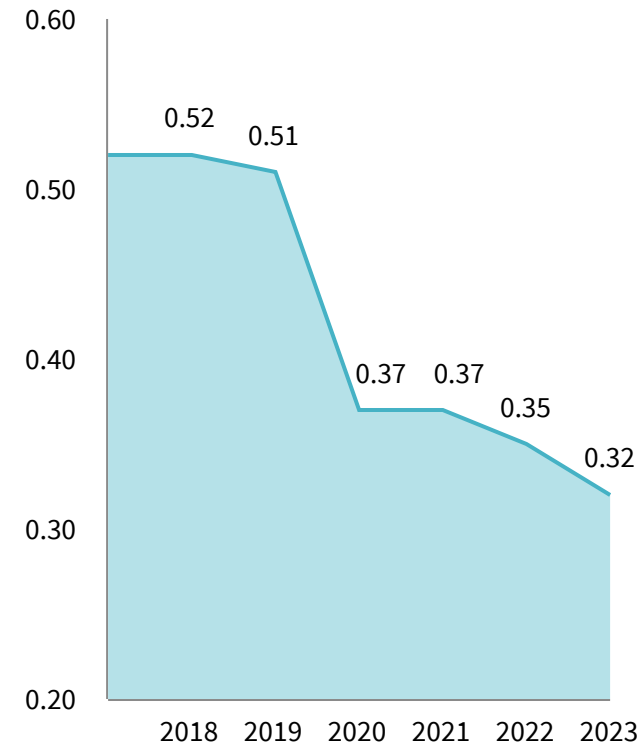
Metric	2023 Indicator
Injury and Illness Total Recordable Rate*	0.32
Fatalities - colleagues and contractors	1

* Number of work-related injuries and illnesses per 100 full-time workers during a one-year period. Injuries and illnesses based on application of U.S. Occupational Health and Safety Administration (OSHA) recordkeeping requirements globally.

Colleague health and well-being

As a healthcare company, we take a thoughtful approach to global benefits design. As part of this process, we carefully examine our systems and structures for colleague health and well-being.

Our primary program is an online well-being platform that is available in five languages and offers more than 4,000 on-demand videos providing exercise, yoga, meditation, and healthy cooking classes. To address the importance of mental health, we offer a stress management and resilience tool that is available in 11 languages and provides personalized content based on an assessment that the user completes at setup.

For chronic disease management, our Benefits program in the U.S. includes no-cost access to specialized diabetes support to help users reverse the impact of this challenging disease. To support physical fitness, we have programs in the U.S. and Brazil that offer discounted access to physical gyms and online fitness apps.

As part of our listening strategy, we included questions in our recent colleague survey about how we could continue to improve our programs and serve our people's needs around the world. We also hired a Global Well-Being Leader to design our contemporary enterprise strategy, which will be holistic and built to enable our people to thrive and for us to achieve our mission as a company.

Talent management

Our approach

GE HealthCare's approach to talent management cultivates strong individual and company performance and is intentionally consistent, equitable, and transparent. Our talent processes are designed to reinforce our key principles. We believe that:

- Colleagues should work toward high performance standards and meaningful, focused priorities that are aligned with overarching company objectives.
- Leaders should be held accountable and enable their teams to focus on what matters most.
- Strong performance cannot be achieved without demonstrating our expected behaviors, so colleagues are coached through candid, frequent feedback.
- Competitive, motivating compensation and development opportunities are important to solve problems and deliver for our people, patients, and customers.
- Experience is valuable, and new and different ideas are welcome.

The Compensation Committee oversees GE HealthCare's strategies and policies related to human capital management, which may include matters such as DEI; workplace environment and culture; and talent recruitment, development, engagement, and retention. Our senior management regularly develops and reviews initiatives and reports to the Board on topics related to talent.

Cultural transformation

We believe culture matters and is critical to our success and growth. Culture helps us deliver on our purpose and best serve our people, patients, and customers. As we grow as a standalone company, we have aligned our organization with our Cultural Operating Principles. These principles represent a shared understanding of how we expect colleagues to work with each other and interact with stakeholders to enable our growth strategy, deliver on our purpose, and create value for our colleagues, customers, patients, and shareholders. We continue to redesign our people processes to better reflect and reinforce our Cultural Operating Principles.

Our Cultural Operating Principles				
Serve our people, patients, and customers.	Lead with a lean mindset.	Empower entrepreneurial spirit.	Deliver the future of healthcare.	Win together and have fun.
We are focused and passionate about making a difference.	**We make things better every day.**	**We are all owners here, and we act with speed.**	**We dream big to deliver the future of healthcare.**	**We make a difference as one inclusive team.**
Everyone we interact with, from patients and providers, to colleagues and customers, deserves our best. We listen with open minds, breaking down barriers to transform today's personal challenges into tomorrow's breakthrough solutions.	Lean is how we execute our strategy, align our priorities, and run our business. We simplify the complex, eliminate waste, and solve problems with speed and agility. We are dedicated to safety and quality as we deliver on our commitments to patients, customers, and stockholders.	We feel personally accountable for solving problems and delivering solutions. We make decisions and take action. We learn, adapt, and overcome obstacles and uncertainty—never losing sight of what matters most.	We find new ways to deliver value for our people, patients, and customers through a growth mindset and continuous learning. We embrace creativity, act boldly, and unlock new possibilities.	We are passionate about our purpose. We care for, trust, and value the unique contributions of one another. We empower, inspire, and grow high-performing diverse teams that have fun and deliver on our potential.
Always with the highest integrity.				

Our Cultural Operating Principles were developed via a robust process that engaged colleagues globally at all levels of the organization.

Intentional learning

In support of our Cultural Operating Principles, we embarked on a process of intentional learning in 2023. We launched a five-series program on servant leadership, prioritization and focus, growth mindset, inclusive leadership, and founder's mentality. This program reached colleagues across the company through micro-learning vignettes, leader-led videos, and activation toolkits. In 2023, the learning vignettes had more than 120,000 views.

Ignite the leaders

We recognize the critical role that executives play in driving our culture. That is why we created Ignite, an onboarding program for new executives that familiarizes them with our strategy and our culture. During Ignite, executives engage in learning sessions that foster an understanding of our Cultural Operating Principles, empowering them to champion these principles throughout our company.

Building a strong talent pipeline

GE HealthCare is also taking a thoughtful approach to building a strong, sustainable, and diverse pipeline of talent for our most critical leadership roles. We are standardizing the way our people leaders identify talent throughout our organization, creating a more uniform approach to talent development.

Performance management redesign

At GE HealthCare, our colleagues are one of our most valuable resources. Recognizing their vital role and the importance of performance management in shaping culture, we redesigned our performance management approach in 2023. This new process, the Performance, Assessment, Coaching, and Enablement (PACE) program, is being implemented in 2024 and features deliberate shifts to better align with our aspirational culture. In everything we do, we focus on the impact we deliver for our people, patients, and customers.

In 2023, 98% of our eligible colleagues across all locations completed an annual performance review.

The PACE process begins with **priority-setting** at the start of each year, when colleagues identify up to five performance goals. Managers and their direct reports discuss progress at a **midyear checkpoint**, usually in June or July. At these meetings, colleagues are encouraged to reflect on where they stand with their goals. The **annual summary** takes place in the fourth quarter and starts with a process of self-reflection. The people leader solicits feedback from key stakeholders before the manager assigns one overall performance rating that incorporates results and behaviors. Feedback is also provided year-round to improve each colleague's performance.

PACE

January - February (Q1) — Priority setting

June - July (Q2/Q3) — Midyear checkpoint

October - December (Q4) — Annual summary
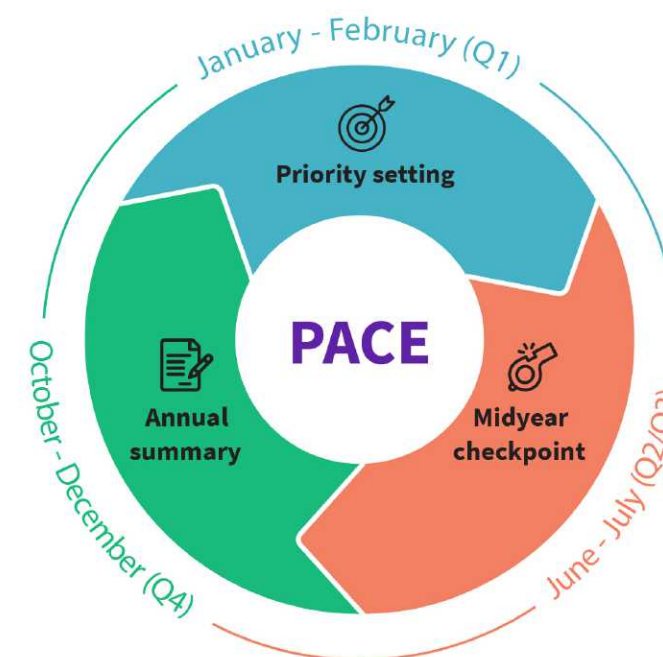
Ongoing feedback
Year-round continuous feedback that improves performance (results + behaviors)

Learning and development

As GE HealthCare grows as a standalone company, we are taking a fresh look at how we approach colleague learning and growth. We believe a culture and expectation of continuous learning is essential to delivering progress as an organization. We expect all colleagues to demonstrate a growth mindset through continuous learning and skill development. Our belief is that learning comes from on-the-job experiences and assignments, developmental relationships, and formal learning. To enable formal learning, we are in the process of building a foundation that we refer to as GE HealthCare's Emerge University (Emerge U). As part of Emerge U, we are designing and launching leadership development programs for both targeted skill development and broad leadership competency development. Our leadership development approach has two main pillars — **Academies** and **Colleges**.

The **Academies** offer core programs to develop multiple key leadership competencies that support colleagues based on where they are in their leadership journeys. These programs aim to develop emerging leaders, new people leaders, experienced people leaders, and executive leaders.

The **Colleges** provide focused learning opportunities that support business priorities and individualized skill development needs. They include culture, change management, coaching, and financial topics.

Over time, we will continue to adjust our curriculum to meet the needs of our evolving business. In 2023, more than 51,000 colleagues utilized almost 14,000 trainings, completing approximately 1.4 million hours of learning.[12]

Listening

Sustaining our culture requires a continuous commitment to listening, monitoring, and investing the effort to adjust and improve. In 2023, we implemented a multifaceted listening program that included informal measures and a regular cadence of formal surveys. Along with full, enterprise-wide colleague surveys conducted every 12 to 18 months, we perform periodic, shorter pulse surveys targeting a representative sample of colleagues. The data and insights from these surveys help us better understand our progress and the steps we need to take to address our opportunities.

We conducted three major listening events in 2023: one full survey and two pulse surveys. Altogether, 75% of our colleagues took part in these surveys in 2023, with the engagement indicator also standing at 75%.

Our **first full culture survey** as an independent company measured our progress against each Cultural Operating Principle. The survey results were promising and indicated a healthy culture. Colleagues reported they had a strong sense of purpose

and understood how they enabled GE HealthCare's success. Especially encouraging was that our colleagues felt positive they could express their authentic selves at work. The survey identified opportunities to improve decision-making clarity and further empower our colleagues to experiment and push back on work requests beyond their priorities and capacity.

The **two pulse surveys** sought to understand the degree to which colleagues felt they were clear on our company's purpose and direction. Our key takeaway was that GE HealthCare colleagues generally understood our direction and purpose within the first two months following our separation from GE.

Compensation and benefits

During 2023, GE HealthCare provided market-competitive compensation and benefits, including health and life insurance and an employee assistance plan, which were delivered under a transition services agreement with GE. We supported the communication of these programs and the transition to a platform of benefits sponsored by GE HealthCare beginning January 1, 2024. To improve financial literacy among our colleagues, we also provide monthly financial well-being seminars through our retirement savings plan vendor. In 2023, we hosted 15 educational retirement savings plan sessions for U.S. colleagues, with approximately 950 attendees.

Our global benefits packages are designed to be culturally relevant and address the needs of our diverse colleagues at all life stages. We will review and, if necessary, adjust our benefits packages to meet benchmarks and to be consistent with market practices.

To help colleagues support their favorite causes, GE HealthCare has a matching gifts program that allows colleagues in the U.S. to amplify their donations to 501(c)(3) organizations with a 50% company matching contribution.

GE HealthCare facilitates the flexible organization of work by offering remote work opportunities for colleagues in certain roles.

Diversity, equity, and inclusion

Our approach

GE HealthCare believes in the value of each person's unique identity, background, and experiences. We are committed to fostering an inclusive culture in which all colleagues feel empowered to do their best work because they feel accepted and respected and have a sense of belonging. Having a diverse workforce helps us reflect the diversity of the patients we ultimately serve, so we also invest in training our colleagues on the importance of DEI to our company and communities. In 2023, 97% of our colleagues completed DEI training.

In 2023, we implemented a new governance model for our DEI initiatives following previous work to develop our DEI strategy. This model provides a cohesive approach to our work and a common language to describe our DEI efforts. Additionally,

the governance model gives us structure, role clarity, and accountability as we work together toward the same goals and operate in alignment with our overall global DEI strategy. At GE HealthCare, DEI governance is overseen by the Board and the DEI Executive Leadership Council, which sponsors our efforts. The Global DEI Council and regional, segment, and function DEI Councils operationalize the DEI strategy. Their work includes tailoring initiatives as needed to account for geographic and cultural influences while maintaining an overall consistent approach around the globe. Our Chief Diversity, Equity, and Inclusion Officer reports to the Board on our strategy and progress.

Underscoring our commitment to diversity and inclusion, GE HealthCare's President and CEO Peter Arduini signed the **CEO Action for Diversity and Inclusion** pledge in February 2024. Bringing together more than 2,500 CEOs, the pledge outlines actions the signing companies will take to cultivate a trusting environment where all ideas are welcomed and colleagues feel comfortable and empowered to discuss diversity and inclusion.

In 2023, GE HealthCare was recognized as a **Best Place to Work for Disability Inclusion** on the Disability Equality Index for the third straight year. While we have work ahead to continue creating a more inclusive workplace, this joint initiative of the Disability:IN and the American Association of People with Disabilities is a welcome acknowledgement of our commitment to disability inclusion.

Workforce composition

	FY22	FY23
Women talent globally		
Leadership[13]	34.2%	36.0%
Professional[14]	33.7%	34.5%
All colleagues	32.1%	32.9%
U.S. racial and ethnically diverse talent		
Leadership	23.6%	24.8%
Professional	25.1%	25.8%
All colleagues	28.6%	29.2%
U.S. data		
Disability	2.4%	5.4%
Veteran status	9.9%	9.5%

Our most recent equal employment opportunity filing (EEO-1) is available on our website.

[13] Leadership is executive band (senior management) colleagues and above.

[14] Professional is professional through senior professional band colleagues.
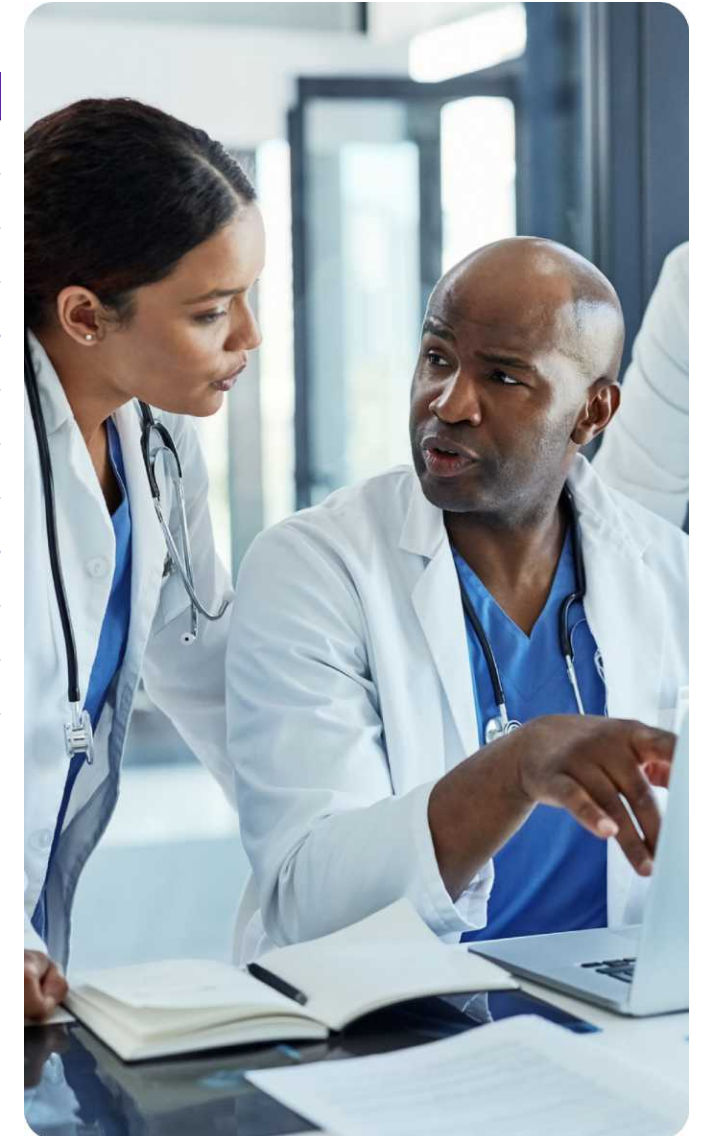
GE HealthCare's DEI strategy

In 2023, GE HealthCare developed a comprehensive DEI strategy. This process drew on qualitative and quantitative methods to gain a firm understanding of our internal landscape. We met with key internal stakeholders to understand their views about our DEI efforts and engaged with a consulting firm to provide thought leadership and benchmarking insights. By reviewing past surveys, we were able to better understand trends in colleague responses. Drawing on talent data, we sought to understand where we might need to strengthen our focus and actions to reinforce our goal to create a diverse workforce.

Our diversity, equity, and inclusion strategy

Embedding diversity, equity, and inclusion in our culture will result in our colleagues feeling valued and having a sense of belonging, our patients feeling represented in the healthcare solutions we provide, and our customers feeling engaged as we live our purpose to create a world where healthcare has no limits.

Business strategy

Business results
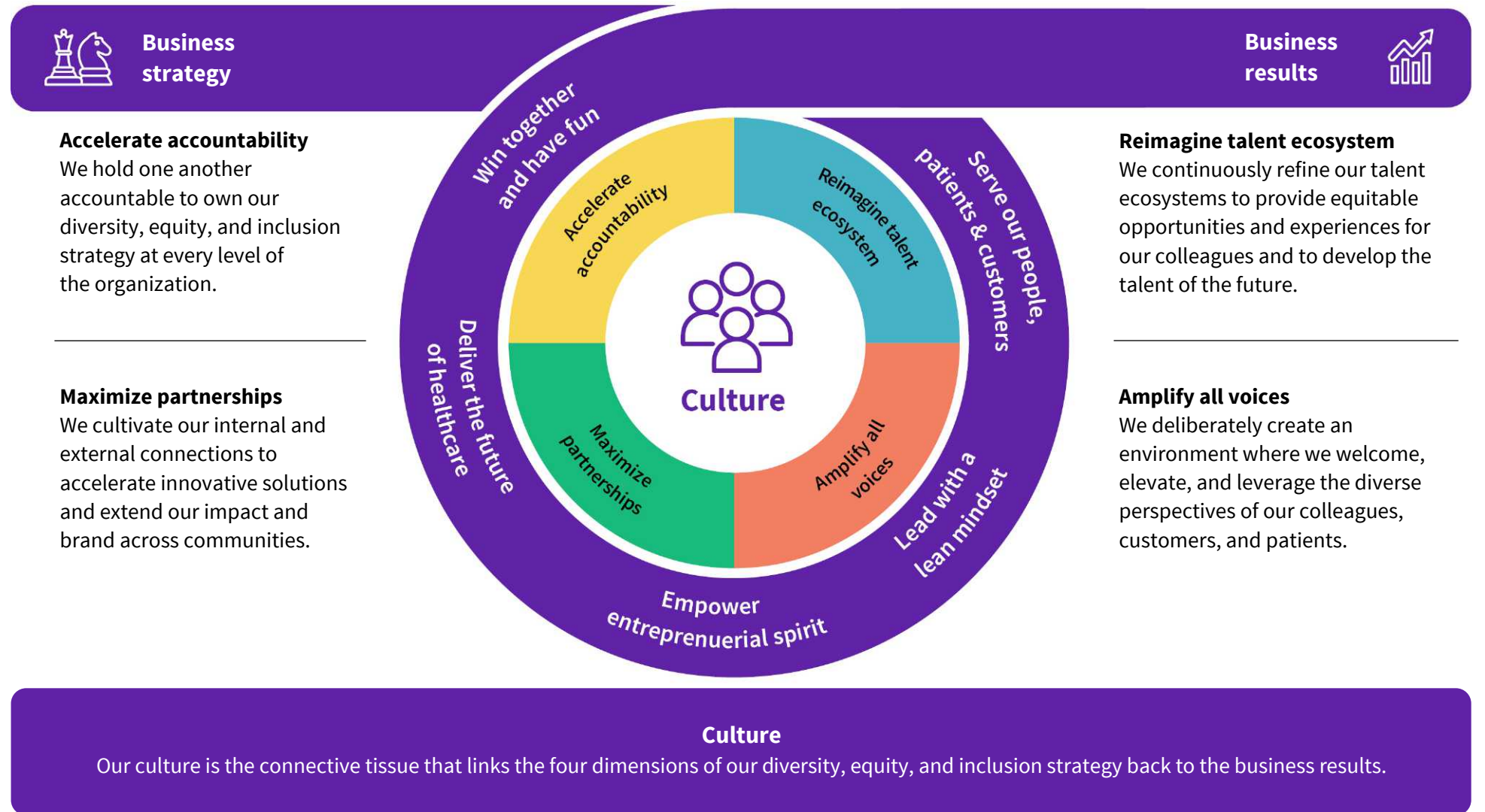
Accelerate accountability
We hold one another accountable to own our diversity, equity, and inclusion strategy at every level of the organization.

Maximize partnerships
We cultivate our internal and external connections to accelerate innovative solutions and extend our impact and brand across communities.

Reimagine talent ecosystem
We continuously refine our talent ecosystems to provide equitable opportunities and experiences for our colleagues and to develop the talent of the future.

Amplify all voices
We deliberately create an environment where we welcome, elevate, and leverage the diverse perspectives of our colleagues, customers, and patients.

Win together and have fun · Serve our people, patients & customers · Lead with a lean mindset · Empower entreprenuerial spirit · Deliver the future of healthcare

Culture

Accelerate accountability · Reimagine talent ecosystem · Amplify all voices · Maximize partnerships

Culture
Our culture is the connective tissue that links the four dimensions of our diversity, equity, and inclusion strategy back to the business results.

We are in the process of advancing the DEI strategy, which outlines our vision for creating a more inclusive workplace at GE HealthCare. Its four dimensions, listed below, are aligned with the culture we are building:

Reimagine talent ecosystem

We continuously refine our talent ecosystem to provide equitable opportunities and experiences for our colleagues and to develop the talent of the future. Our talent is the heart of GE HealthCare. Reimagining our talent ecosystem encompasses addressing the structural (policies and procedures) and behavioral (attitudes and behaviors) factors that serve as barriers for our colleagues to do their best work and to feel valued. Our key initiatives in this area focus on equitable experiences through inclusive hiring, representation, advancement, and cultivated engagement.

Amplify all voices

We deliberately create an environment where we welcome, elevate, and leverage the diverse perspectives of our colleagues, customers, and patients. Our goal is to strengthen the sense of belonging. Two-way listening channels are needed to cultivate a culture in which colleagues are empowered to speak up and customers and patients feel heard. To this end, GE HealthCare has evolved Employee Resource Groups into Next Generation Resource Groups (NGRG) to continue building on their 30-year history. NGRGs bring our mission of creating a healthier world to life by shaping a culture of diverse representation, equitable experiences, and cultivating a sense of belonging so every colleague has an opportunity to share their voice and be heard.

NGRGs provide networking and professional development opportunities, foster a sense of belonging, and advocate on behalf of their members and their specific needs. The NGRG Playbook outlines their governance, structure, and resources to better enable these groups to drive our DEI strategy forward as one team.

Maximize partnerships

We cultivate our internal and external connections to accelerate innovative solutions and to extend our impact and brand across communities. At GE HealthCare, our partnerships accelerate our ability to innovate, help us positively impact the communities we serve, and extend our brand around the world. Our goal is to build new relationships and leverage existing ones with organizations that will support our DEI strategy. Key initiatives focus on partnering with organizations that support our talent pipeline, suppliers, customers, and patients to extend our impact and brand across communities.

Accelerate accountability

We hold one another accountable for own our DEI strategy at every level of the organization. Shared accountability drives progress and turns promise into action. In 2023, GE HealthCare held people leaders accountable by using a diverse slating approach for executive band roles and above. In 2024, we expanded this approach to include all open roles at the senior professional band level and above. Key initiatives in this area focus on accountability for the organization, our colleagues, and our leaders. The implementation of our DEI strategy is a shared responsibility throughout every level of GE HealthCare.

Through our PACE program, all people leaders have a goal focusing on inclusion as part of their 2024 priorities. We are currently piloting and launching different options for more extensive training addressing inclusive leadership and unconscious bias as well as inclusive hiring. GE HealthCare has also developed a video introducing DEI, featuring leaders from GE HealthCare discussing the topic. To continue discussion about DEI issues, we are planning a series of conversations about related issues that will launch in 2024.

GE HealthCare's NGRGs

Colleague Resource Groups:

- African Affinity Forum
- Asian Pacific Allies and Friends
- Disability Advocacy Network
- Pride Alliance
- Unidos
- Veterans Network
- Women's Network

Special Interest Groups:

- Early Development @ GE HealthCare
- Faith Work Forum
- Green Team Network

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Pay equity

2023 data[15]

Global	U.S.	
100%	**101%**	**101%**
Gender	Black/African American	Other ethnically diverse

These results mean, for instance, that on average, men and women performing similar work are paid the same, taking into account factors such as the job being performed, experience, and location.

We are taking three key steps to achieve and drive pay equity across all of GE HealthCare:

We have a compensation philosophy that reinforces GE HealthCare's culture of respect and fairness.

We have established consistent pay ranges and structured bonus plans that promote colleague engagement and high performance.

We review pay on a regular basis to confirm our pay practices are competitive and equitable.

In the spotlight

When Nahdia Pirzada joined GE HealthCare in 2007 shortly after having her first child, the building she worked in had no space for mothers to pump breast milk. "That just didn't seem right for a company like GE HealthCare," says Pirzada, Vice President, Imaging Clinical Applications. "So I reached out to the company's Women's Network, and we got a mother's room at our site in Boston. Now they have them in all U.S. locations, we offer shipments of breast milk for traveling U.S. moms, and we have 12 weeks of family leave in the U.S. for anyone with a new child."

Pirzada has been an integral part of the GE HealthCare Women's Network ever since. A point of pride for her is the network's accomplishments, for example, the expansion of family leave.

One of the Women's Network's most significant achievements is the GE Girls program, launched in 2011. The group partnered with the Massachusetts Institute of Technology and Milwaukee School of Engineering to develop what became week-long science, technology, engineering, and mathematics (STEM) camps for girls aged 10 to 14. Over the past 13 years, as many as 20 camps annually have been delivered with more than 15 universities globally, serving more than 4,000 campers.

To learn more about GE HealthCare Women's Network's mission to empower women and girls, please visit our website.

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15   Our pay equity results cover 75% of professional band through executive band colleagues. The results for gender globally include colleagues in 11 countries (the U.S. and the top 10 countries with at least 500 in-scope colleagues), and for the U.S. include Black/African American and other ethnically diverse colleagues.

Protecting the environment

Protecting the environment

Why is this a priority?

The World Health Organization estimates climate change will cause 250,000 additional deaths per year from malnutrition, malaria, diarrhea, and heat stress between 2030 and 2050.[16] As a leading global medical technology company, we believe climate action and related resilience are an integral part of our mission to improve outcomes for patients and healthcare providers around the world. It is our responsibility to intensify our actions to further reduce our emissions. Our Circularity and Environmentally Conscious Design programs are increasingly important as we advance our objective of embedding a stronger culture of sustainability and environmental stewardship across GE HealthCare.

How are we protecting the environment?

We are transforming the way GE HealthCare addresses environmental and climate-related challenges. Our goal is to reduce operational GHG emissions (Scope 1 and 2) by 42% and our Scope 3 emissions from purchased goods and services, upstream transportation and distribution, business travel and use of sold products by 25% by 2030 compared to a 2022 baseline. These goals are interim milestones on our road to reaching net zero by 2050. The SBTi recently approved the aforementioned science-based targets. Our environmental program also encompasses GE HealthCare's operating requirements to address pollution management, resource conservation, and biodiversity.

To enhance circularity, we reimagine our products and components throughout the product lifecycle. Our aim is to improve energy efficiency, optimize the use of materials, and deliver digitally enabled and remote predictive and corrective maintenance services. We provide selected refurbishment and recycling options to our customers and the healthcare ecosystem once our equipment reaches the end of its working life, and we buy back equipment for lifecycle extensions.

How do our actions add business value?

Protecting the environment demonstrates our commitment to sustainability while also decreasing operational costs through energy efficiency and waste reduction. GE HealthCare's resilience in the face of climate change will also benefit patients, healthcare providers, our colleagues, and our other stakeholders.

Environmental considerations in operations

Our approach

GE HealthCare recognizes the relationship between a healthy environment and healthy people. Climate change affects the social and environmental determinants of health, including clean air, safe drinking water, sufficient food, and secure shelter.

The **Climate Council** oversees our climate change approach and meets regularly to assess the impacts, risks, and opportunities related to the transition to a lower-carbon economy. This team, composed of cross-functional leaders across the organization, serves as the governing body to drive execution, integration, and communication of Scope 1, 2, and 3 GHG emissions roadmaps in alignment with our public goals. It is co-chaired by the Chief Supply Chain and Global Services Officer and Chief Science and Technology Officer.

Policies and related links

GE HealthCare EHS and Sustainability Policy

ISO 14001

Our central EHS Management System is certified to the ISO 14001:2018 standard, the international standard governing environmental management. We have **49** certified locations.

ISO 50001

We have **23** locations certified to the ISO 50001:2018 standard, the international standard governing energy management.

A **four-pillar** framework provides the structure for our environmental management priorities and objectives:

Climate change

A long-term shift in climate patterns caused by a buildup of **GHGs** in the atmosphere that absorb heat.

Biodiversity

The variety of **animals, plants, fungi, and microorganisms** that work together in ecosystems to maintain balance and support life.

Resource conservation

The management of the use of **natural resources** by eliminating or reducing waste and reusing resources.

Pollution prevention and management

Prevention of **pollutants** from being released into the environment and the management of pollutants in a way that is least harmful to the environment.

The following aspects are designated as significant by GE HealthCare's EHS Management System and require risk assessments:

- GHG emissions such as use of energy from fossil fuels and internal combustion engine vehicles.

- Construction work that involves the reduction of natural green space or increases impervious surfaces.

- Use of water in water-scarce areas.
- Wood products from sources that are not certified as sustainable.

- Pollution streams that increased 10% or more in one year.
- Emission parameters of concern (within 50% of regulatory permit limit or exceedance in last three years).

Environmental, Health, Safety and Sustainability Policy

Our EHS Policy provides the foundation for our approach, while our EHS Framework serves as a roadmap to guide implementation and as a scorecard to measure conformance to expectations. In 2023, we introduced four new environmental standards to outline our expectations and actions related to climate change, biodiversity, resource conservation, and pollution prevention and management.

Our environmental management process starts with an Aspects and Impacts Register, an important element to achieving ISO 14001 certification. We identify and document activities, products, and services that interact with an aspect of the environment and the actual or potential environmental impact of this interaction. Significant aspects are further evaluated through detailed risk assessments to identify specific actions needed to reduce environmental risk or optimize environmental opportunities. The registered aspects and impacts are tied back to the four environmental pillars mentioned above. In 2023, all GE HealthCare sites and service organizations completed an Aspects and Impacts Register.

Awareness activities and training

We carried out a variety of awareness-raising initiatives in 2023 to underscore the importance of protecting the environment to GE HealthCare. During Earth Week, we undertook company-wide activities to raise awareness of the environmental expectations of our customers and the environmental impacts of our operations. In 2023, we provided awareness-raising training on environmental topics to 43% of our colleagues.

In 2023, our Green Team Network NGRG expanded its footprint, with more than 250 colleagues becoming members. Some 145 GE HealthCare colleagues registered for the 2023 Green Jumpstart Challenge (based on the Climate Action Challenge© by Joan Gregerson), which brought colleagues together through hands-on projects that benefit the planet.

Our 2022–2023 EcoHealth Award competition attracted 37 project submissions that resulted in approximately 5,800 tons of GHG emissions reduction. These projects also resulted in electricity savings of 1,806 megawatt hours (MWh), oil savings of 35 cubic meters, material and waste reductions of 18 metric tons, and gas savings of 276 cubic meters.

We are also educating our suppliers. At our 2023 Supplier Summit, we presented information about GE HealthCare's environmental transformation and introduced EcoVadis assessment expectations to suppliers. The top 70% of suppliers by spend were asked to complete the EcoVadis survey and, as of March 2024, 21% had completed the assessment. More information about our work with suppliers is in the Ethical supply chain section.

In 2022–2023, 37 projects were submitted, resulting in the reduction of:

1,806
MWh electricity

35
Cubic meters of oil consumption

276
Cubic meters of gas consumption

18
Metric tons of material and waste annually

5,800
Tons of carbon dioxide (CO_2) emissions annually

Climate change

Our carbon policy guides our approach to managing our climate impacts. The carbon policy's guiding principles are:

**Transparency:** We communicate transparently about our carbon emissions, reduction efforts, and progress.

Collaboration: We work with stakeholders such as colleagues, customers, and suppliers toward common climate goals.

Science-based approach: We base our carbon reduction strategy and target-setting on scientific research and internationally recognized methodologies.

Circular economy: We prioritize circular economy concepts across our operations and product lifetimes, reducing waste, promoting recycling and reuse, and minimizing resource use.

Innovation: We promote innovation to improve the carbon footprint of our products to contribute to a lower-carbon economy.

Our carbon footprint

Scope 1
1.6%

Scope 2
2.0%
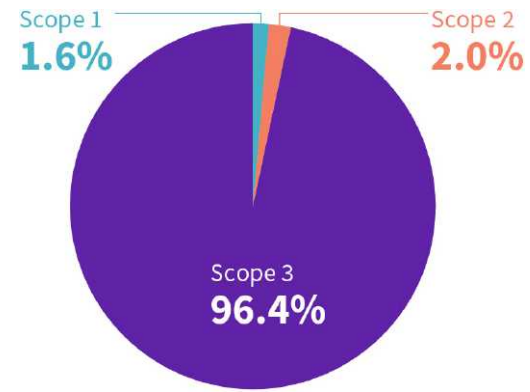
Scope 3
96.4%

Science Based Targets initiative

GE HealthCare has a goal to achieve net zero by 2050. An interim goal is to reduce our operational GHG emissions (Scope 1 and 2) by 42% and our Scope 3 emissions from purchased goods and services, upstream transportation and distribution, business travel, and use of sold products by 25% by 2030 compared to a 2022 baseline. To achieve our net zero goal, we currently aim to mitigate 90% of our baseline GHG emissions and to address any remaining emissions through carbon removal methods.

We reviewed and revised our GHG reduction goals in 2024. These updated goals reflect both a change in the baseline year against which our progress is measured, as required by the SBTi, and our more robust data collection tool. In 2024, the SBTi approved our updated goals.

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Scope 1 and 2

In 2023, GE HealthCare had Scope 1 emissions of 113,528 metric tons CO_2 equivalent and Scope 2 market-based emissions of 139,701 metric tons CO_2 equivalent.

Scope 1 and 2 GHG emissions

Reductions from 2019 to 2022

27%

Reductions from 2022 to 2023

13%

Our commitment to continuous improvement extends to our data collection process. In 2023, we transitioned to a new environmental footprint data tool. This solution provides us with better quality emissions factors and improved data access through its user interface, which enables colleagues' insight into our footprint and how we are tracking against our goals. We have adjusted our GHG accounting methodology to reflect these updated market-based emissions factors. The modifications precipitated a restatement of our 2022 GHG footprint. A copy of our independent Assurance Statement is in the appendices.

We have established three pillars to address our Scope 1 and 2 emissions. Each pillar has a leader and an internal annual reduction target and is part of our climate governance structure. The three pillars are:

Facility reductions

Energy efficiency and reductions in direct emissions, such as anesthetic gas and combustion emissions.

- Our key levers for reducing Scope 1 emissions are to deploy energy efficiency measures and reduce direct GHG emissions. Efficiency projects implemented in prior years to replace and optimize equipment resulted in reductions achieved in 2023.

Fleet reductions

Smart scheduling, remote problem-solving, and transitioning some of our fleet to electric vehicles.

- We have a global fleet of more than 12,000 vehicles, and we now have more than 460 battery electric vehicles (BEVs) in our fleet. In the EU, more than 80% of our new vehicle orders awaiting delivery are hybrid, plug-in hybrid, or BEVs.

Renewable energy

Increasing the proportion of renewable energy we buy and increasing our investment in local renewable generation.

- We increased our use of renewable energy from 13.0% in 2022 to 21.0% in 2023 through a mix of on-site generation, the purchase of green retail energy from our utility providers, and renewable energy certificates, where appropriate.

Our internal "shark tank" fund continued to support carbon reduction projects. Those concluded by the end of 2023 had approved funding of more than $3 million.

Scope 3

As we reduce GHG emissions from our upstream and downstream value chain, we have also set a goal to reduce our Scope 3 emissions from purchased goods and services, upstream transportation and distribution, business travel, and use of sold products by 25% by 2030 compared with a 2022 baseline. To drive this progress, we continue to partner with 70% of our largest suppliers by spend on ways to reduce their footprints. More information about our work with suppliers is in the Ethical supply chain section.

We developed a Scope 3 emissions baseline, which is an initial roadmap to establish where we should focus our reductions. Our baseline showed our 2022 Scope 3 emissions were approximately 6.8 million metric tons CO_2 equivalent.

In 2023, we had total Scope 3 emissions of 6.8 million metric tons CO_2 equivalent, including 2.5 million metric tons CO_2 equivalent from upstream operations and 4.3 million metric tons CO_2 equivalent from downstream operations. We calculated these figures following the Greenhouse Gas Protocol, which provides standards for measuring and managing GHG emissions. Additionally, we partner with a third-party accounting company that collects and calculates our emissions, and we work with another third party to improve our data collection processes. Scope 3 emissions are inherently harder to map as they come from processes throughout our value chain and cannot be entirely measured. As a result, we have to rely on estimations, assumptions, and data modelling. We will continue to refine our Scope 3 measurement processes to evolve in line with best practices.

We are focused on four categories to drive our Scope 3 emissions reductions. We have appointed leaders and identified key activities for each of these categories:

Use of sold products: Improving the energy efficiency of our equipment, transitioning to anesthetic gases with lower global warming potential, and educating customers about the optimal use of the equipment.

Upstream transportation: Using lower-carbon transportation modes when practical, such as replacing short-haul flights with road transport, transitioning air freight to ocean, and looking for opportunities to load-share and source materials more locally.

Purchased goods and services: Collaborating with 70% of our largest suppliers by spend through the EcoVadis platform to reduce GHG emissions across our supply chain. Exploring alternatives for some of our carbon-intensive materials, reducing waste, and increasing our parts and equipment reuse and refurbishment program.

Business travel: Examining alternatives to short-haul business class flights, assessing more direct options to long-haul routes, reviewing opportunities associated with sustainable aviation fuel, and improving education and awareness.

Net zero roadmap

Working with an external consultant, GE HealthCare has developed an initial roadmap to show how we plan to meet our net zero goal across all three scopes. The net zero roadmap sets out four key levers: customer engagement, product and business model innovation, supply chain decarbonization, and operational and logistics changes.

Climate risk assessment

GE HealthCare completed a climate risk assessment in 2023 to help us understand the risks and opportunities associated with climate change. We worked with an external consultant to engage more than 35 stakeholders across business functions to gain their insights. We conducted workshops, market research, and site-level modeling to assess physical and transitional risks from changing regulations and customer expectations.

The climate risk assessment identified six prioritized climate risks and analyzed their likelihood and potential impacts over a three-year period and a 2050 time horizon.

	Transition Risks				Physical Risks	
Risk	Increasing climate-related disclosure and regulatory requirements may lead to additional compliance costs and increased scrutiny of GE HealthCare's climate-related disclosure, targets, and progress against goals.	Shifting customer preferences toward low-carbon or energy-efficient products, as well as increasing expectations for corporate climate action, may lead to reputational damage and loss of market share.	Costs associated with decarbonizing products, processes, and/or services to remain competitive in the market may generate higher costs.	Increased supply disruptions due to climate-related weather events and rising costs of raw materials may result in operational inefficiencies, production delays, and increased expenses.	Increased severity of extreme weather events, such as floods, wildfires, severe storms, hail, and precipitation, may impact GE HealthCare's employees' health and safety and its value chain, finances, and real estate portfolio.	Shifting climate patterns, such as extreme temperatures or precipitation variability, increased drought conditions, and increased wind speed, may impact GE HealthCare's employees' health and safety and its value chain, finances, and real estate portfolio.
Risk sub-type	**Policy and legal**	**Reputation and market**	**Technology**	**Market**	**Acute**	**Chronic**
Scenario alignment	Low-carbon scenario SSP1-2.6	Low-carbon scenario SSP1-2.6	Low-carbon scenario SSP1-2.6	Low-carbon scenario SSP1-2.6	High-carbon scenario SSP5-8.5	High-carbon scenario SSP5-8.5
Sample mitigation strategies	Monitor and prepare for emerging regulations; enhance governance and controls over climate-related disclosures.	Continue to incorporate environmental considerations into product development processes; develop environmental product collaterals.	Identify and prioritize cost-effective decarbonization levers in net zero roadmap; partner with customers to drive adoption of lower carbon practices.	Engage suppliers through sustainable sourcing efforts; include key suppliers in climate physical risk assessment; include climate considerations in supplier management processes.	Enhance facility resiliency; identify and implement risk mitigation measures at prioritized high-risk facilities; integrate climate risks into crisis management processes.	Monitor longer-term, climate-related impacts and trends; enhance vulnerability identification, scenario planning, and implementation of risk mitigation and resiliency measures at prioritized sites.

The assessment also pinpointed areas of opportunity for GE HealthCare, including sustainable products. To learn more, see Environmental considerations in products.

Drawing on these insights, GE HealthCare will continue to address prioritized climate risks and opportunities going forward.

Biodiversity

Biodiversity and healthy ecosystems are intrinsically linked to healthy people. At GE HealthCare, our current focus is on protecting and restoring biodiversity in communities in which we operate given the importance of biodiversity conservation to the environment and business resiliency.

In 2023, we screened our locations for internationally recognized protected areas using the Integrated Biodiversity Assessment Tool. At the time of screening, none of these areas were located on property owned by GE HealthCare. The process identified 10 manufacturing sites that are each within one kilometer of a protected area. These sites intend to develop biodiversity risk and opportunity assessments in 2024.

GE HealthCare carried out a pilot biodiversity assessment at one of the screened sites, in Cork, Ireland, with support from third-party experts. The pilot resulted in a completed site risk and opportunity assessment, providing a template to support the remaining sites in developing such assessments in 2024 and beyond.

We manage our biodiversity risks and opportunities through our documented standards on biodiversity, resource use, pollution, and climate change. In 2023, we advanced our biodiversity conservation efforts by developing a separate biodiversity strategy and high-level strategic roadmap. These will be rolled out in 2024.

Resource conservation

GE HealthCare aims to conserve natural resources through more efficient use and reduced dependence. Furthering our work in this area, we have developed a Resource Conservation Standard that sets out how we seek to manage resource conservation and related risks and opportunities. Through the Aspects and Impacts Register, we identify activities, products, and services that use non-renewable resources.

We have 12 manufacturing sites located in extremely high water-scarce areas, per the WGI Water Scarcity Atlas. Our Environmental Leadership and Management (ELM) Standard requires sites in water-scarce areas to perform risk and opportunity assessments to identify ways to reduce water consumption. In addition, the ELM Standard requires sites to perform risk and opportunity assessments on wood products that are not from sources that are certified as sustainable.

Pollution prevention and management

GE HealthCare has implemented a comprehensive program to identify, manage, and reduce environmental emissions. Pollution prevention and management are integrated into GE HealthCare's EHS and Sustainability Policy, EHS Management System, and EHS Framework. Our EHS Framework requires that sites and operations develop and maintain a Pollution Source Inventory for all sources of pollution, along with an environmental staffing plan. This plan covers critical environmental activities related to pollution prevention and risk and opportunity assessments for significant pollution streams.

In 2023, we further established expectations related to the management of pollution generation activities in a new Pollution Prevention and Management Standard, which will be deployed in 2024.

Environmental considerations in products

Our approach

GE HealthCare has embraced circular economy principles for more than two decades. We aim to design reliable and repairable equipment that can keep serving patients for as long as possible. Our Circularity and Environmentally Conscious Design (ECD) programs are increasingly important as we embed a stronger culture of sustainability and environmental stewardship across our company.

Understanding that our customers prioritize environmentally conscious choices, we design our products with longevity and sustainability in mind. As we deliver cutting-edge healthcare solutions, we also optimize energy consumption, reduce waste, and enhance overall operational efficiency.
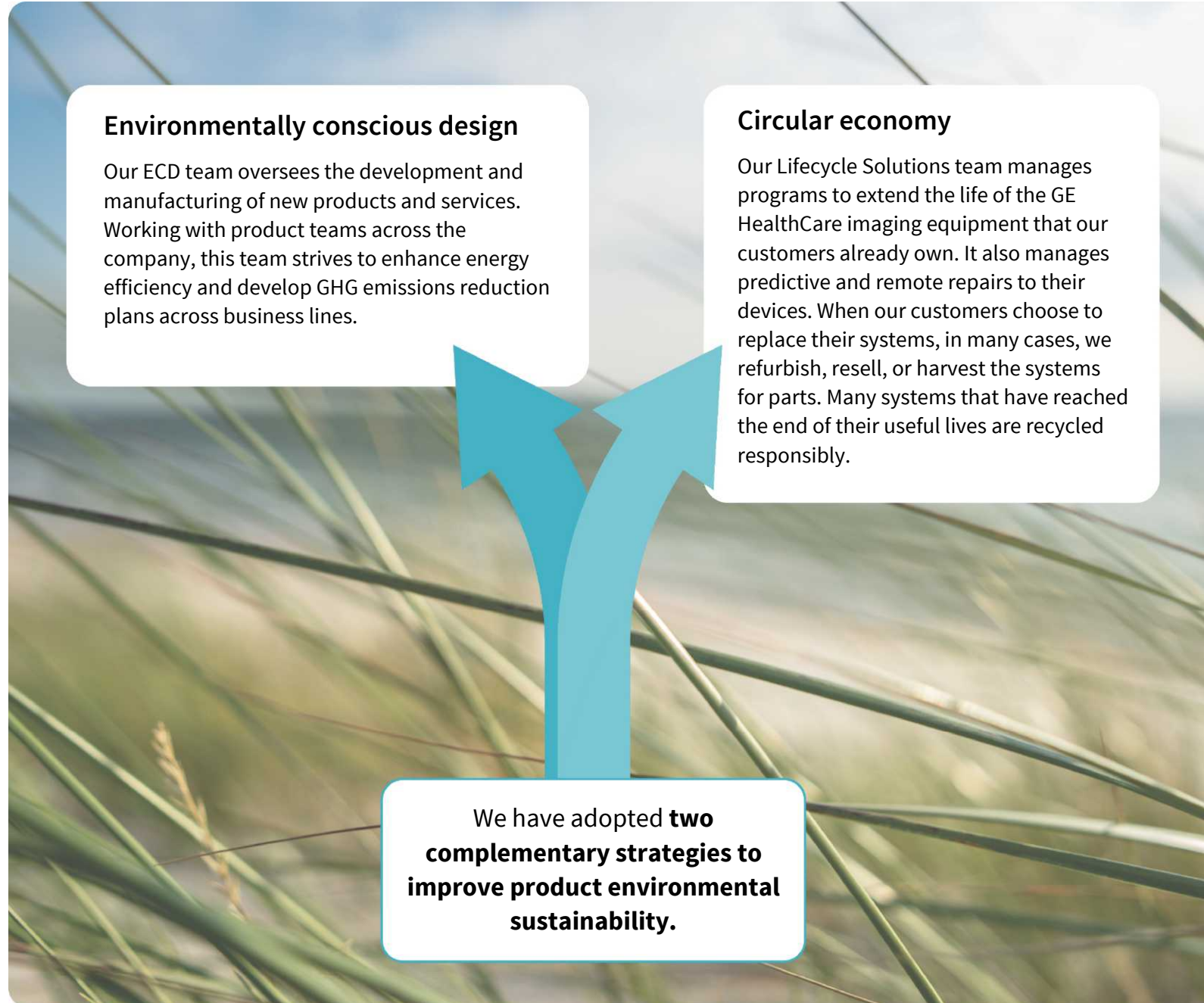
Environmentally conscious design

Our ECD team oversees the development and manufacturing of new products and services. Working with product teams across the company, this team strives to enhance energy efficiency and develop GHG emissions reduction plans across business lines.

Circular economy

Our Lifecycle Solutions team manages programs to extend the life of the GE HealthCare imaging equipment that our customers already own. It also manages predictive and remote repairs to their devices. When our customers choose to replace their systems, in many cases, we refurbish, resell, or harvest the systems for parts. Many systems that have reached the end of their useful lives are recycled responsibly.

We have adopted **two complementary strategies to improve product environmental sustainability.**

Aligning with international standards

We align our work to create environmentally conscious design with international standards, notably International Electrotechnical Commission 62430. This standard governs environmentally conscious design of electrical and electronic products. It sets out requirements and procedures for the development processes and the products' materials and components. Aligning our ECD work with such standards promotes regulatory compliance across our markets globally, moves us toward achieving our environmental goals, and supports our customers in their environmental ambitions. Additionally, GE HealthCare works with the European Coordination Committee of the Radiological, Electromedical, and Healthcare IT Industry (COCIR) and the U.S. Department of Energy on topics related to energy.

Environmentally conscious design

GE HealthCare now formally builds ECD considerations into the development of our products. We consider environmental factors at product conception and throughout the lifecycle, including the selection of raw materials and parts, the supply chain, manufacturing plants, distribution, use by the customer, and end-of-life management. As we assess the production and lifecycle of a product, we consider potential impacts from the outset, including energy and water use, hazardous substances, and waste management.

GE HealthCare's ECD program has the following priorities:

Improve energy efficiency and reduce GHG emissions.

Optimize the use of rare and limited materials.

Provide remote predictive and corrective maintenance services.

Redeploy parts.

Further underlining our commitment to protecting the environment, we integrated environmental targets into the worldwide product planning process in 2023. This process seeks to reduce energy consumption and GHG emissions associated with new products at the beginning stages of the product development phase.

Supporting customers

We are also listening to our customers and interacting with industry groups to learn more about how we can reduce the environmental impact of healthcare through the design of our products. For instance, GE HealthCare is working with the U.S. Environmental Protection Agency to define Energy Star labeling for medical imaging devices. Through our work with the Medical Equipment Proactive Alliance, we are also supporting the development of purchasing criteria for the environmental performance of equipment.

To meet the needs of the market, our existing and prospective customers, and other stakeholders, GE HealthCare issued environmental product collaterals for more than 67 products in 2023 and plans to add more in 2024. The collaterals describe how products minimize environmental impact through reductions in energy consumption, their eligibility for recycling or refurbishment, and their capacity for improving patient outcomes. They also outline packaging efforts, product transportation, and reduction in the use of hazardous substances in product manufacturing. The environmental product collaterals can be found on our sustainability webpage.

Circular economy

At GE HealthCare, we know we can advance the circular economy by extending the useful life of medical imaging equipment, promoting and enabling the reuse of equipment and parts from de-installed equipment, and introducing strategies to reuse materials in production. This approach keeps waste out of landfills and saves energy and materials that are associated with the creation of new products.

GE HealthCare's manufacturing plant in Ciudad Juárez, Mexico, is helping to create a circular economy by giving a second life to leftover material from blood-pressure cuff manufacturing. As production has increased, so have trimmings from the cuffs, with over 600 tons of polyvinyl chloride (PVC) plastic generated each year. This material used to be returned to the United States, where it was consigned to landfill. Plant managers now work with companies in Mexico to transform this leftover, medical-grade PVC into a new product—the soles of shoes. Experiments with a manufacturer in Guanajuato, in central Mexico, found that a mixture of 60% of the cuff trimmings combined with special resins and adhesives formed a strong and flexible shoe sole. The first shoes using the leftover PVC were produced in late 2022. Today, workers at the Ciudad Juárez plant gather the trimmings in large drums for a partner, which shreds the material and sends it to the shoe-sole maker. The team is now applying what it has learned to create reuse options for other byproducts.

In 2023, we continued to build our programs and partner with others to advance innovation in the circular economy. GE HealthCare became a member of the French CircularIT Alliance with the aim of developing ways to measure and improve circularity that can be applied globally.

Number of recovered system units	7,375
Total reuse weight (kg)[17]	7,317,515
Total landfill weight (kg)[17]	439,145
Total weight (kg)[17]	7,756,661

Lifecycle extension

Healthcare imaging equipment traditionally has a limited lifespan. However, with technology advancements, lifespans can be extended and enhanced to improve clinical outcomes. Through the Life Extension program, GE HealthCare uses machine data, service history, and configuration details with secure remote access to perform preventive, predictive, and corrective maintenance. GE HealthCare equipment is monitored regularly to maintain its ongoing ability to provide the expected quality output. We continue to improve our remote diagnostic and predictive capabilities, while working to improve the reliability of the process. Remote monitoring has the additional benefit of reducing the need to travel to customer facilities to check and repair any issues.

MR upgrades

Using products longer is a critical element of the circular economy approach. One way we extend the working lives of MR scanners is by offering upgrades that extend equipment life. Using state-of-the-art diagnostic features, thanks to electronic lift, one such project keeps MR scanner magnets in place, eliminating the need for a new magnet and reducing the environmental impact associated with their manufacturing and transportation. This approach also creates more space for patients by offering upgrades from narrow- to wide-bore magnets on legacy MR systems.

Preventive, predictive, and corrective maintenance

- Monitor remotely for critical component indicators or performance trends.
- Predict a potential failure with considerable lead time and advanced parts planning.
- Repair systems remotely or on-site at the most convenient time for the customer.
- Restore to working order.

17   Values include Imaging, Magnets, Ultrasound, and Surgery products for 2023. Imaging and Ultrasound values are based on USCAN, EMEA, and Japan.

Offering refurbished and certified products

The global refurbished and certified medical equipment market plays a critical role in improving access to affordable, quality healthcare. High-quality refurbished or certified medical equipment is a viable diagnostic imaging option for hospitals seeking to stretch their budgets by purchasing used but still exceptionally good equipment.

More than 20 years ago, GE HealthCare established the **GoldSeal** program to extend equipment life and to increase access and affordability. This program accepts trade-in equipment from our customers that are changing or upgrading their existing devices. In the case of GE HealthCare brand trade-ins, the equipment undergoes an extensive inspection and testing process and, if deemed reusable, is refurbished or certified to meet the original system specifications. The equipment then receives a **GoldSeal Pre-Owned Certification** and can be resold.

If we cannot redeploy equipment, we maximize reuse by isolating key commodities for resale. We seek to refresh the GoldSeal portfolio to maximize product relevance and life extension. In 2023, we added 31 products to the GoldSeal program.

> GoldSeal enhances access to lifesaving imaging equipment by providing refurbished equipment at a lower cost than new technology. GoldSeal magnetic resonance imaging (MRI) equipment is providing high-quality images in Latin America, while GoldSeal CT and MR systems are helping to diagnose patients at healthcare facilities in India.

In the spotlight

According to the American Association of Nurse Anesthesiology, one-quarter of a hospital's operating room waste is from anesthesia. Of particular concern, the gases commonly used for anesthesia are recognized

GHGs, so they contribute to global warming and are potentially damaging to the Earth's ozone layer.

That is one of several reasons why the University of Michigan is upgrading its fleet of 171 Aisys™ CS2 Anesthesia Delivery Systems with GE HealthCare's End-tidal Control software.

Approved by the FDA in 2022, End-tidal Control improves the accuracy of delivery, simplifies workflows, and reduces drug waste, which lowers GHG emissions. To learn more about how we reduce the environmental impact of anesthesia, visit our anesthesia webpage.

New product purchase or lease

GoldSeal program

- Comprehensively refurbished and/or remanufactured.
- Updated with new software.
- Recertified with one-year, same-as-new equipment warranty.

Reclaim for parts and materials

Identify parts for refurbishment and/or repurpose.

End of life

Most systems are recycled, substantially reducing the volume of waste en route to landfills.

Safeguarding patient care

Safeguarding patient care

Why is this a priority?

Safeguarding patient care is at the heart of everything we do. GE HealthCare is committed to making safe and effective products that help healthcare providers solve the clinical, operational, and economic challenges they encounter every day. As we develop these products, we also face growing data privacy risks. Cyberattacks are on the rise in all industries, leading to increased cybersecurity needs. Our customers are also experiencing sharp growth in cybersecurity issues and vulnerabilities of their own. Our commitment to safeguarding patient care extends to our value chain, where we work with our suppliers to build and strengthen an ethical, sustainable, and transparent global supply chain.

How are we safeguarding patient care?

We are dedicated to the safety, integrity, compliance, and quality of the products and services that we provide. GE HealthCare develops these products and services using a world-class quality system that addresses the rigorous requirements of approximately 160 countries, leveraging an experienced team of quality and regulatory professionals located in all major markets.

Our structures and procedures are designed to protect our operations and facilities from cyberattacks and vulnerabilities. We embed security features in the products and solutions we sell and maintain, and we provide our customers with easy access to information required for optimal use of our products from a cybersecurity perspective.

Suppliers are critical value chain partners, and GE HealthCare is committed to integrity and high standards of conduct in our engagement with them. We actively collaborate with our suppliers to drive continuous improvements in their own operations.

How do our actions add business value?

We fulfill our responsibility to patients and clinicians by providing a broad portfolio of solutions. The quality of these products and services is the cornerstone of our reputation and the basis of our competitive strength. By addressing risks that could adversely affect our operations and our ability to serve customers, we are creating a more resilient GE HealthCare.

Product and service quality and safety

Our approach

As we work to create a world where healthcare has no limits, we are committed to delivering innovative solutions that empower clinicians and enable better patient care. Providing high-quality, and safe products and services is essential to achieving that vision. This principle is embodied by GE HealthCare's Quality Policy, which applies across the company and to which GE HealthCare colleagues are committed. The Quality Policy emphasizes our commitment to patient safety; compliance with laws and regulations pertaining to the quality, safety, and performance requirements of our products and services; and continuous improvement of our products, services, and quality processes.

The Board oversees our product and service quality and safety endeavors through the Governance Committee. Given the importance of quality and safety to our company, each segment and region also has a dedicated quality leader who drives implementation of the Quality Management System (QMS). These leaders report directly to the Chief Quality and Regulatory Officer, who oversees compliance with the QMS across all sites and regions and who is also a member of the GE HealthCare Global Leadership team. We keep leadership for our segments and regions current on the progress we have made on quality priorities, new and changing regulations, and continuous improvement activities.

We regularly conduct internal quality audits at our facilities. These audits confirm that GE HealthCare consistently delivers high-quality products and services that are compliant with global regulatory requirements. Through our rigorous quality audits and regulatory intelligence, we identify areas for improvement and work collaboratively with our colleagues to implement effective solutions that enhance efficiency, reduce risk, promote a culture of continuous improvement, and maintain patient safety. Of our eligible facilities, 100% were audited by a third party, as were 38% of our first-tier suppliers' facilities.

External certifications

100% of our eligible global sites adhere to current Good Manufacturing Practices and current Good Clinic Practices as appropriate and/or are certified to ISO 13485, ISO 9001 quality system standards, and applicable International Council for Harmonisation of Technical Requirements for Pharmaceuticals for Human Use guidelines.

GE HealthCare

2023 Sustainability Report

Our approach   Expanding access to healthcare   Supporting our people   Protecting the environment   Safeguarding patient care   Operating responsibly   Appendices

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Quality Management System

GE HealthCare has a robust QMS that incorporates all applicable international quality and regulatory standards and requirements, including ISO 13485, U.S. FDA 21 CFR parts 820 and 211, National Medical Products Administration Decree 739, the EU Medical Device Regulation, Eudralex Volume 4 Good Manufacturing Practice, and all appropriate individual market regulatory requirements that are applicable to our products in the markets where we do business. Our QMS encompasses management controls and responsibilities which include regular quality management reviews across sites and regions. These reviews are with senior leadership to monitor the suitability and effectiveness of the QMS. Significant items discussed in the quality management reviews are reviewed with the Board when appropriate.

Quality management training

An important part of our culture is finding new ways to deliver value for our people, patients, and customers through a growth mindset and continuous learning. GE HealthCare is committed to helping our colleagues develop professionally and learn new skills at all points in their careers. Our quality training programs provide our colleagues who are performing work that affects product safety and quality with the key competencies and skills they need to conduct this work at the highest level. All GE HealthCare colleagues complete an introduction to our quality system course when first

hired and a refresher course annually. Colleagues also receive role-specific training on other aspects of the QMS that are applicable to their work. Our training programs make colleagues aware of the importance of their activities in contributing to the achievement of our quality priorities.

As outlined in *The Spirit & The Letter*, our Code of Ethics and Integrity, colleagues are instructed to halt work immediately and notify a quality, regulatory, or compliance leader if they observe anything that compromises the safety or quality of products or services or our compliance with the applicable QMS. We have implemented a daily management process for safety, quality, delivery, cost, and innovation. We ask our colleagues to pause before starting work to check they are prepared to complete work safely, follow standard work and defenses, and address safety concerns to prevent injury.

GE HealthCare has implemented additional immersive leadership training related to quality, compliance, and regulatory requirements globally. This immersive leadership training is targeted at continuing to develop our leadership team across the company.

Working with suppliers to promote quality and safety

As part of the QMS, we have established purchasing control requirements that guide supplier qualifications, change management, and monitoring practices to enable a robust supply chain that delivers quality products. To maintain compliance with regulatory and QMS requirements and to support continuous improvements in product quality, we employ key performance indicators and a risk-based approach that factors in supplier criticality, scope of work, and performance.

In 2023, we expanded our Supplier Quality Audit program, increasing the number of audits by 15% year over year. Since 2019, we have also increased the number of supplier capability assessments for supply chain resiliency and new product introductions threefold. We remain committed to maintaining a robust quality-driven supplier network in our product and service supply chains.

Policies and related links
The Spirit & The Letter

Continuous quality improvement

Devices and pharmaceuticals are regulated throughout the product lifecycle, and manufacturers must follow certain requirements and regulations to support continued safe, effective use of products on the market. Examples of these requirements include product tracking systems, reporting certain product and patient events, and maintaining facility registrations as needed to facilitate ongoing regulator inspections. Through our QMS, GE HealthCare implements a number of mechanisms to comply with these regulations and identify areas for continuous quality improvements in our products, services, and processes.

Our corrective and preventive actions process (CAPA) is an integral element of our QMS that supports continuous quality improvement. Through this process, we receive input from various internal and external post-market sources, such as customer reports, production information, internal assessments, and external literature reviews. Structured problem-solving, implemented as part of the CAPA process, provides opportunities for efficiencies that become inputs into product development and post-market activities for continuous improvement. Corrections and preventive actions are deployed if necessary.

These corrective actions in some cases may include recalls, which are actions taken in response to post-market surveillance activities and informed by our risk management process. This risk management process helps us prioritize decisions and actions across GE HealthCare. The FDA posts summaries of information about the most serious medical device recalls (generally classified by the FDA as Class I recalls) on its website. In 2023, the FDA classified two voluntary recalls initiated by GE HealthCare as Class I.

Cybersecurity and data privacy

Our approach

GE HealthCare employs practices, processes, and procedures that seek to proactively and comprehensively manage risks, including risks related to cybersecurity, through our ERM program. We aim to identify material cybersecurity risks via multiple strategies, including user and external reporting, audit and assessment activities, and technology programs. We use risk identification and risk mitigation strategies. Our processes also aim to address cybersecurity risks associated with our use of third-party service providers, including those in our supply chain and those that have access to our customer and colleague data or our systems. We have a dedicated team of cyber professionals who report to our Chief Information Security Officer. This team publishes information technology and security policies, measures compliance, and operates programs to mitigate risks and threats.

Our approach to cybersecurity is built on three tenets:

Driving a secure enterprise: Putting systems and processes in place to promote cybersecurity across the entirety of our company and our supply chain.

Developing secure products: Embedding cybersecurity into design, development, and maintenance throughout a product's lifecycle.

Delivering secure services: Advancing security and privacy throughout our services with innovative technology, processes, and risk mitigation.

Policies and related links

[GE HealthCare Privacy Policy](#)

ISO 27001-compliant

In 2023, GE HealthCare received ISO 27001 certification for our Information Security Management System. ISO 27001 is the international standard for information security. Its framework requires organizations to identify information security risks and implement appropriate controls to tackle them. In 2024, we successfully extended our existing ISO 27001-certified Information Security Management System to include the specific privacy controls from ISO 27701, and we achieved ISO 27017 and ISO 27018 certification for our Information Security Management System.

Secure enterprise

Creating an enterprise that is secure against cybersecurity risks means keeping GE HealthCare's colleagues, systems, and infrastructure resilient to attacks on our data and information systems. This process has three steps:

- **Risk identification**: GE HealthCare identifies risks of vulnerabilities and relevant threats based on the likelihood and the impact on confidentiality, integrity, and availability of data residing on laptops, data devices, industrial equipment, and machinery.

- **Risk management**: GE HealthCare reviews risks and implements appropriate technical and organizational controls designed to ensure confidentiality, integrity, and availability, and to comply with data privacy laws and regulations pertaining to activities processing data.

- **Risk monitoring:** GE HealthCare continually monitors and collects data about the equipment and users that touch our network resources. This data is reviewed regularly for anomalies and identified risks are managed and mitigated. This monitoring also provides for continual improvement of our information security processes, tools, and controls.

Awareness and training

We offer our colleagues two types of training:

- General awareness campaigns, such as Cybersecurity Awareness Month, which included 36 events in seven languages in 2023; Identity Management Week, which focused on data protection; and phishing awareness simulations and trainings.

- Functionally focused awareness training that is adapted for and assigned to specific groups within the company. Examples of groups that receive specific training are high-risk areas in engineering, services, and sales.

Third-party security

We follow a risk-based approach for managing third-party security:

- **Risk identification:** Both direct and indirect vendors are categorized based on the sensitivity of the data we share with them and the criticality of the services they provide to GE HealthCare. Additionally, we use a third-party agency to obtain cybersecurity risk ratings for all of our vendors.

- **Risk management:** Based on the vendor risk rating, we review and assess our vendors' information security controls to verify they have adequate controls in place to protect GE HealthCare data and services.

- **Risk monitoring:** We operate a continuous monitoring process to identify and address emerging third-party risks and to monitor that our suppliers maintain their cybersecurity and data protection efforts.

Secure products and services

GE HealthCare medical devices are designed, developed, and manufactured with cybersecurity and safety in mind. Our products include cybersecurity controls and security features to mitigate security risks. Our mature program securely delivers services that are required over the life of our products.

Our work to offer secure products and solutions starts before a customer makes a GE HealthCare purchase. We provide our customers with detailed documentation on how we secure our environments and products, how our products work, and how to install them in the customer's environment (including recommendations as to how the network should be configured to protect the device, network, and data). We also advise customers on how to use the device, provide recommendations for password protocols, and issue general recommendations for using the product safely.

To maintain ongoing communication with our customers, we have a product security portal that is available to anyone who uses GE HealthCare products globally. The portal provides customers with relevant security information regarding our products. It also offers details and updates in a timely manner on applicable security issues or vulnerabilities.

Patient data and privacy

Connected healthcare is driving improved efficiency, outcomes, and new opportunities, but this evolution comes with growing vulnerabilities. A connected healthcare sector is also giving rise to new data privacy considerations around the world. We honor the trust our customers display when sharing their data with us, and we have associated policies, processes, and tools to oversee the proper use of that data.

Our Data Privacy program is global in scope and applies to the entire enterprise and every product and service across the company. GE HealthCare's Global Privacy Office, which owns our Data Privacy program, is led by our Chief Privacy and Data Trust Officer. It is staffed with senior attorneys and other legal and data privacy professionals with decades of experience providing legal advice and business guidance on global privacy laws and regulations and the corresponding customer demands.

We have adopted a standardized approach to data privacy worldwide, based in large part on the EU General Data Protection Regulation (GDPR) and similar privacy laws. Our approach also allows for tailoring to specific privacy laws within specific jurisdictions, including the Health Insurance Portability and Accountability Act (HIPAA) in the United States, the Personal Information Protection Law in China, and the General Personal Data Protection Law in Brazil. Moreover, we honor commitments in our contractual arrangements with respect to the privacy and security of our enterprise and our products and services.

GE HealthCare's Privacy Policy sets forth the obligations that we agree to undertake with respect to personal data shared with us by customers, suppliers, and other third-party collaborators.

Ethical supply chain

Our approach

At GE HealthCare, we are committed to maintaining an ethical supply chain. As a global business, our supply chain is diverse and expansive. In 2023, we sourced from more than 28,000 suppliers across the world with a total spend across all suppliers of approximately $9.7 billion. We source in some locations where human rights, environmental, health, safety, labor, and other practices can give rise to compliance and ethical risks. We are focused on unyielding integrity in how we operate our business, and we drive this same level of commitment with our suppliers.

GE HealthCare's commitment to an ethical supply chain is embedded in our Integrity Guide for Suppliers, Contractors, and Consultants (Supplier Integrity Guide), our Know Your Supplier (KYS) program, and our Supplier Responsibility Governance (SRG) program. The Supplier Integrity Guide's purpose is to build and strengthen an ethical, sustainable, and transparent global supply chain and establish clear requirements for our suppliers. The KYS and SRG programs help GE HealthCare make smart business decisions by partnering only with suppliers who comply with laws and share our commitment to ethics and integrity. We revise our program as needed to effectively address the evolving challenges and risks in our supply chain.

Supplier selection

GE HealthCare has multiple systems and processes in place to help us select, onboard, and monitor suppliers. We have a structured and rigorous process for choosing the right suppliers with whom to partner across our business. During the initial phase of the selection process, we identify any potential risks that a supplier candidate may present, such as capability, quality, performance, and financial risks. We use a number of internal and third-party tools and platforms to collect and analyze data for assessing supplier risk.

As required by the KYS program, each supplier undergoes a series of assessments prior to onboarding that address the expectations that GE HealthCare has of our suppliers, the types of screening we perform, and the details of our audit process. Several of these processes, which screen for ethical and compliance risks, are recurring. We also may perform SRG audits of suppliers located in countries that are deemed high risk.

Policies and related links

Integrity Guide for Suppliers, Contractors, and Consultants

Supplier Portal

Supplier Diversity webpage

Responsible Mineral Sourcing Principles

Engagement tools

We can create a more responsible supply chain by offering supplier training on sustainability programs and other ESG topics. Suppliers have free access to online training through our partnership with EcoVadis. We also offer training on industry-specific topics through prerecorded online modules. We have requested our top 70% of suppliers by spend complete an EcoVadis assessment. As of March 2024, 21% had completed the assessment. Learn more about our focus on ESG at the 2023 Supplier Summit in the spotlight on the next page.

Auditing

During the supplier onboarding process and throughout our supplier relationships, GE HealthCare's Quality and Risk Management team performs audits of their operations. Based on risk level, such as location, type of product, and other factors, certain suppliers are subject to SRG audits prior to onboarding and periodically thereafter on a one- to five-year time frame. Using comprehensive audit procedures and

tools, SRG auditors identify and document risks. They then work with GE HealthCare Sourcing colleagues and the supplier to drive the supplier's compliance with applicable laws and GE HealthCare requirements. We reserve the right to, and may, suspend or terminate our relationship with any supplier, new or existing, if findings are not addressed promptly and permanently. Serious issues can result in an immediate end to the business relationship.

We conduct several types of audits by various disciplines across GE HealthCare; not all audits are applicable to every supplier. During supplier visits, we have an Eyes Always Open Policy, with the ability to report any incidents either anonymously or non-anonymously. Such incidents may include human rights, environmental, ethical, safety, quality, and general risks. GE HealthCare's Learning Management System provides training for Supplier Quality and Sourcing teams conducting audits.
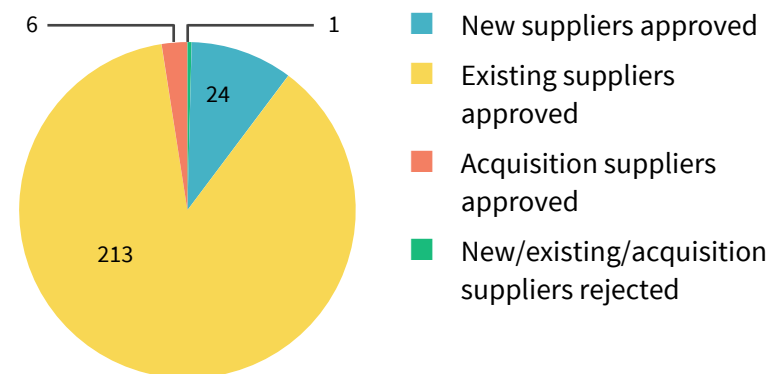
The image below summarizes the 2023 annual SRG audits, which are based on the supplier's geographic region, as well as several other weighted risk factors.
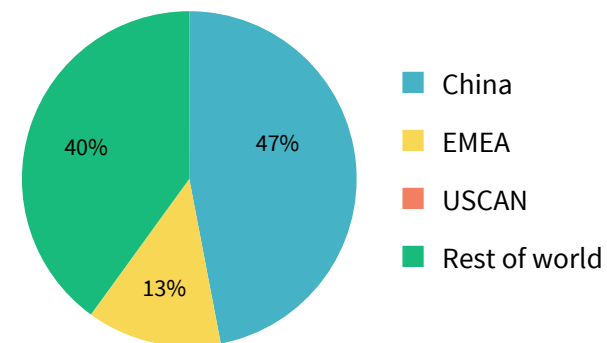
Hazardous materials and conflict minerals

GE HealthCare is responsible for reporting usage of any hazardous materials in accordance with the EU's Restriction of Hazardous Substances Directive and REACH (Registration, Evaluation, Authorisation, and Restriction of Chemicals) Regulation as well as other country and customer-directed requirements. Our work includes the establishment of a centralized database for all suppliers to help GE HealthCare keep track of and comply with substance regulations globally and monitor our use of conflict minerals. We also conduct an annual assessment of our supply chain and survey suppliers of parts that contain tin, tantalum, tungsten, and gold (3TG) about their sources and usage of 3TG. We are dedicated to eliminating any substances that directly or indirectly finance or benefit armed groups.

We recently published our first annual report on conflict minerals as a standalone company. This report describes the latest due diligence performed and steps taken to mitigate risks associated with 3TG usage.
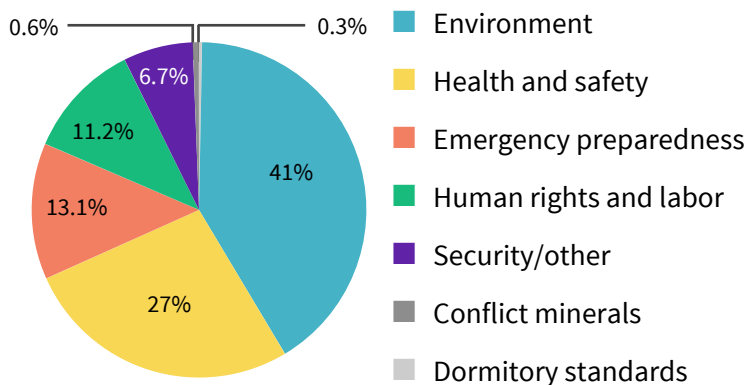
SRG audit outcome

6 ─────── 1

24

213

- New suppliers approved
- Existing suppliers approved
- Acquisition suppliers approved
- New/existing/acquisition suppliers rejected

SRG audits by region

40%   47%

13%

- China
- EMEA
- USCAN
- Rest of world

SRG findings by risk area

0.6% ─────── 0.3%

6.7%

11.2%

41%

13.1%

27%

- Environment
- Health and safety
- Emergency preparedness
- Human rights and labor
- Security/other
- Conflict minerals
- Dormitory standards

Supplier diversity

GE HealthCare's Supplier Diversity program consists of a collaborative network of suppliers across our direct and indirect supply bases. We are dedicated to creating and maintaining a diverse supply base because it drives innovation and promotes inclusion. Through these partnerships, we can strengthen our position as a leader in healthcare by using a supply base that reflects the diversity of our customers and the communities that we touch.

Our Supplier Diversity Council was established in 2023 to intensify our supplier diversity efforts. This council meets monthly to discuss our progress and opportunities. A supplier diversity portal helps bring new diverse suppliers into our portfolio.

GE HealthCare continues to work to identify diverse suppliers to be considered for partnership in order to meet our needs across the business. This work also extends to our customers. Our focused efforts resulted in two significant achievements in 2023. We successfully partnered with a major hospital group and helped them to meet their supplier diversity goals by identifying potential diverse suppliers and supporting those suppliers through the certification process. Additionally, GE HealthCare was recognized for our progress in this area with the Supplier Diversity Award from Premier, Inc. This award honors suppliers that have made important contributions to their communities by supporting supplier diversity programs. Companies were evaluated for engagement in diversity initiatives through community involvement, diversity business outreach initiatives, benchmarking, and best practices.

In the spotlight

Building strong relationships with our suppliers is a critical element of our approach. Recognizing the need for collaborative efforts to promote quality excellence and meet sustainability goals, we engage in regular dialogue with our suppliers. One occasion where we can forge stronger ties is our Supplier Summit, which was held in Milwaukee, Wisconsin, in the United States in 2023. Approximately 400 key suppliers accepted our invitation to this day-long event. Those in attendance included the top 70% of suppliers by spend and diverse suppliers recognized for their contributions to environmental and diversity initiatives.

We know working collaboratively with our suppliers can help drive quality excellence that benefits patients and customers. At the Supplier Summit, we outlined our robust QMS and emphasized strong partnerships can bring products to market more quickly, fuel innovation, and foster the sharing of best practices.

The event also shone a spotlight on how partnering with suppliers is critical to meeting GE HealthCare's sustainability goals. With sessions on topics such as EHS, sustainable sourcing, and ESG, the summit also outlined our environmental initiatives and delved into possible future regulatory developments related to energy, water, and material consumption. It also provided an opportunity to talk to suppliers about our expectations for them to complete an EcoVadis ESG assessment.

At an awards ceremony, we recognized the outstanding efforts undertaken by our suppliers in the past year. In 2023, GE HealthCare presented awards for resiliency, innovation, ESG, diversity, delivery with safety, cost with quality, and supplier of the year.

Operating responsibly

Operating responsibly

Why is this a priority?

GE HealthCare's governance framework guides our Board's oversight of the company and is foundational to our Sustainability program. Our good governance practices help us embed sustainability in our organization and throughout our value chain. Across our company, from the executive level down, we hold ourselves and our colleagues to the highest ethical standards. By prioritizing governance and integrity, we safeguard our reputation while protecting the best interests of our customers and patients in the various jurisdictions where we operate.

How are we operating responsibly?

Our Board operates through a dynamic boardroom culture of independent thought and intelligent debate on critical matters. It is supported by three independent Board committees, each responsible for oversight of specific risks. GE HealthCare management has primary responsibility for the practices, policies, and procedures to proactively and comprehensively manage risk, while the Board oversees those practices, processes, and procedures. We use our ERM framework, overseen by the Governance Committee, as a key mechanism for understanding enterprise-level risks and assessing procedures for mitigating those risks. We have adopted good governance practices that are reviewed periodically so that they reflect current practices and the evolving needs of our company.

Our updated Code of Ethics and Integrity, called *The Spirit & The Letter*, provides the framework that guides our actions and decision-making. It is aligned with GE HealthCare's Cultural Operating Principles, which are underpinned by one essential tenet — Always act with the highest integrity.

How do our actions add business value?

GE HealthCare's governance and compliance practices provide transparency and accountability in our operations, fostering trust among stakeholders and enabling us to more effectively manage risks. Our commitment to strong governance and ethics not only safeguards the integrity of our products and services, but also enhances our reputation as a responsible company.

Corporate governance

Our approach

GE HealthCare's commitment to good corporate governance is enshrined in our governing documents. Our Certificate of Incorporation and Bylaws establish fundamental governance principles, while our Governance Principles set forth additional detail on our Board's operations and key governance practices. The Board has three standing committees — the Audit Committee, the Governance Committee, and the Compensation Committee. Each has specified responsibilities outlined in its respective committee charter. Our Code of Ethics and Integrity, *The Spirit & The Letter*, sets forth our ethics and compliance standards for all colleagues and directors.

Policies and related links

Bylaws
Certificate of Incorporation
Clawback Policy
Governance Principles
The Spirit & The Letter

Audit Committee Charter
Nominating and Governance Committee Charter
Talent, Culture, and Compensation Committee Charter

Executive compensation

Our total rewards philosophy is to provide competitive, motivating, and fair programs that allow us to attract, retain, and motivate the right people, in the right place, at the right time. Our performance-based plans reward the successful execution of our business strategy in both the annual and long-term incentive opportunities. Our One GE HealthCare Annual Bonus Plan includes a strategic initiatives modifier composed of metrics focused on precision innovation and our strategic pillars of people, patients, and culture. For more information, please see our Proxy Statement.

GE HealthCare

2023 Sustainability Report

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Enterprise risk management

ERM is a key mechanism for understanding enterprise-level risks facing GE HealthCare and assessing the efficacy of management practices, processes, and procedures for mitigating those risks. The ERM team reports through the General Counsel and is overseen by a management committee consisting of representatives from GE HealthCare's segments, regions, and key functions.

Management periodically reports the results of the enterprise risk assessment, including significant enterprise risks and practices, processes, and procedures for mitigating those risks, to the Board committee that oversees ERM. This was the Audit Committee in 2023 and, effective in February 2024, is now the Governance Committee.

Our ERM framework organizes enterprise risks into broad categories of strategic, operational, financial, regulatory, and IT/cybersecurity risks. We conduct a full enterprise risk assessment of risks across all categories each year, informed by various other internal and external sources, including existing, ongoing risk assessments throughout the company. The enterprise risk assessment entails the identification and evaluation of, and preparation of risk mitigation plans for, enterprise-wide risks across the company, including sustainability-related enterprise risks, such as those associated with climate change.

Risk owners and subject matter experts then provide regular updates to facilitate ongoing monitoring and assessment of the company's risk environment and mitigation efforts.

Our operational resilience programs, such as business continuity, crisis management, and emergency management, are also integral components of our commitment to sustainability. These programs have strategies to proactively identify threats, develop robust plans, and quickly respond to mitigate impacts and safeguard our operations. Further, our programs have policies that provide a structured framework and commitment to identifying, mitigating, and responding to risks associated with climate change, natural disasters, geopolitical incidents, supply chain disruption, and other emergencies.

Political spending and lobbying

Public policy has a direct impact on our work; it shapes the healthcare environment in which we operate and affects the healthcare professionals and patients we serve. It also impacts healthcare access and health outcome disparities. Therefore, the GE HealthCare Government Affairs and Policy team leads engagement efforts with public officials to advance health and technology policy at the state and federal levels of government. We educate public officials on GE HealthCare's operations, emerging technologies, and markets. GE HealthCare has implemented policies and procedures designed to provide that lobbying

activities are conducted in compliance with applicable laws and regulations governing those activities. GE HealthCare regularly trains colleagues on what types of activities and communications constitute reportable lobbying activities and, before engaging in such activities, colleagues are asked to contact GE HealthCare's U.S. Head of Government Affairs & Policy or their designee. All advocacy carried out by our colleagues on pending U.S. legislation is included in our quarterly Lobbying Disclosure Act filings. We also comply with lobbying disclosure requirements in countries outside the United States.

To advance good public policy, GE HealthCare supports candidates and committees through the GE HealthCare Political Action Committee (the GE HealthCare PAC), a non-partisan fund supported by voluntary contributions made by GE HealthCare colleagues who choose to participate in this aspect of the political process. Contributions are pooled together to support candidates who will work to advance good health and technology policy in the U.S. These contributions are determined by the Government Affairs & Policy team in Washington, D.C., with input from the GE HealthCare PAC Board of Directors. We comply with all relevant laws regarding disclosures of political contributions and provide updated information on our website.

Policies and related links

GE HealthCare Lobbying Disclosure Policy
GE HealthCare Political Contributions Policy
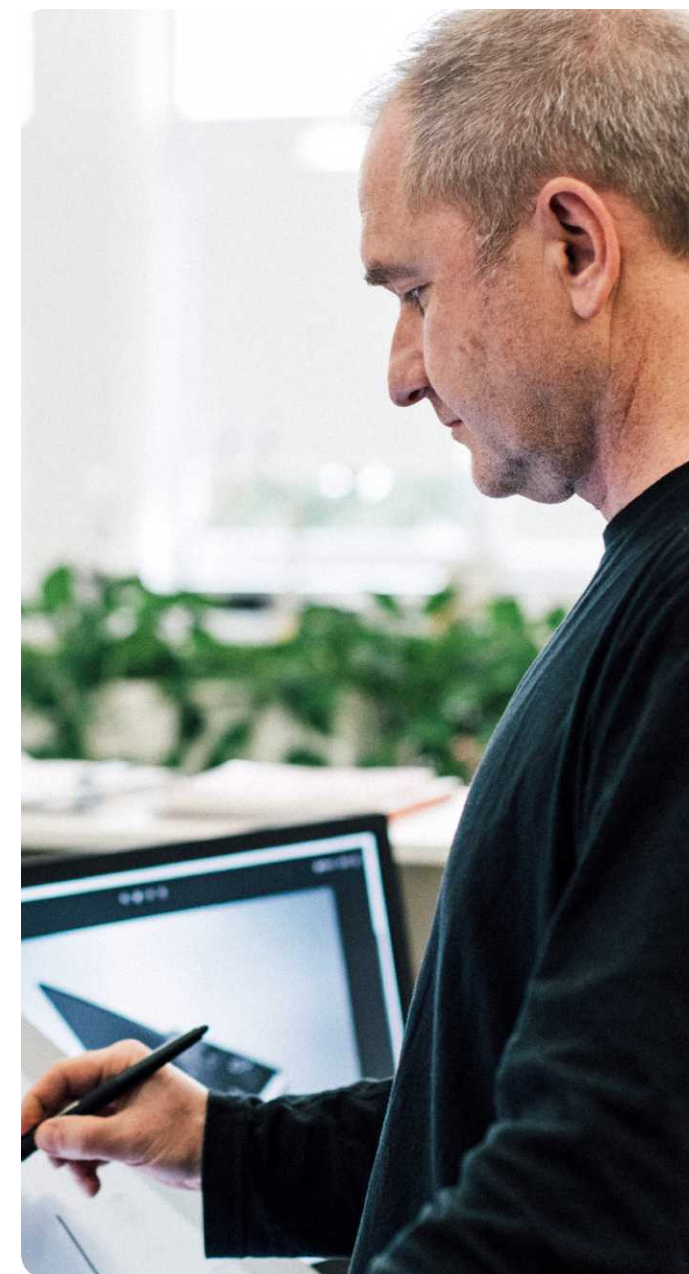
Ethics and compliance

Our approach

We prioritize acting with integrity in everything we do. Ethics underpin all of our actions and business activities. Always acting with the highest integrity is the foundation for our five Cultural Operating Principles. GE HealthCare's compliance organization provides structure, governance, and programs to enshrine our ethical policies and behavior across all of our operations and business relationships.

The Board oversees our Compliance program through the Audit Committee, which is responsible for overseeing the implementation and effectiveness of our compliance processes and programs. Our compliance organization is headed by a Chief Compliance Officer who reports to our General Counsel. The Compliance and Risk Review Board (CRRB) holds regular meetings that include GE HealthCare's CEO and his staff across business segments, geographies, and functions. The CRRB reviews trends and addresses any noted risk areas, control gaps, and necessary remediation steps. It also serves as the regular governance mechanism for reporting to management at the global level. Region and segment Compliance Review Boards also occur to address compliance throughout the business.

Our Compliance program is based on the elements set forth by the U.S. Department of Justice and the Office of the Inspector General of the U.S. Department of Health and Human Services. Our Global Compliance team oversees and manages compliance policies, processes and controls, and provides effective training and communication. It also manages our Ombuds program and investigates concerns reported through that channel, all of which is overseen by our Audit Committee. Our Regional Compliance teams partner with respective business groups to bring the Compliance program to life. These groups partner with local teams to provide compliance advice, launch training and communication, and implement control processes on compliance-related issues. Recently, we strengthened compliance across our company by adding more Segment Compliance Leaders. These experts bring deep knowledge of compliance issues and address the specific compliance needs of the four business segments.

The Spirit & The Letter

We recently published a new version of *The Spirit & The Letter*, our Code of Ethics and Integrity. *The Spirit & The Letter* is the framework that guides our actions and decision-making. The updated document is aligned with GE HealthCare's Cultural Operating Principles, which are underpinned by one essential tenet — Always act with the highest integrity.

The latest version of *The Spirit & The Letter* added seven new sections to reflect our business as a standalone healthcare company. They are:

- Diversity, equity, and inclusion
- Enterprise risk management
- Environmental, social, and governance
- Indirect third parties
- Interactions with healthcare professionals and healthcare institutions
- Patients and patient organizations
- Research and product development

Launched in 2024, the new version of *The Spirit & The Letter* features opening letters from both the Audit Committee and our President and CEO, Peter Arduini, to demonstrate a strong commitment to ethics at the top. Details about GE HealthCare's open reporting process inform readers where they can turn for help with questions or concerns. To reach a broader audience, the updated version of *The Spirit & The Letter* is published in 18 languages and is widely available to colleagues and external parties. Previously, it was available in only 10 languages.

In addition to our company-wide Code of Ethics and Integrity, we certify annually to the AdvaMed Code of Ethics on Interactions with U.S. Health Care Professionals. GE HealthCare also abides by the Pharmaceutical Research and Manufacturers (PhRMA) Code on Interactions with Health Care Professionals, specifically for our Pharmaceutical Diagnostics business.

> *The Spirit* embodies our promise to act ethically at all times, to do the right thing for our people, patients, and customers, and to always conduct business with the highest integrity. *The Letter* covers 25 major policy areas. These policies apply to all colleagues in every part of the business, everywhere in the world.

Culture of integrity

Our latest all-colleague culture survey gave colleagues the chance to provide their feedback on GE HealthCare's culture of integrity. Three questions on the survey addressed ethics. Broadly speaking, survey respondents recognized the importance placed on integrity and how they contribute; they had a strong sense of purpose and understood the connection to their roles; and they understood where they need to focus and how they enable GE HealthCare's success.

How to report misconduct

Open reporting is an integral part of GE HealthCare's culture. It creates an environment where colleagues can raise concerns about integrity-related issues without fear of retaliation, which is strictly prohibited. It also provides an avenue for external stakeholders to raise any concerns. GE HealthCare colleagues can ask questions, get answers, and raise concerns through our long-standing GE HealthCare Ombuds program. Leveraging an outside vendor, the program has a dedicated phone line with interpreters to handle non-English hotline calls, along with a web form available in multiple languages. Concerns can also be raised directly with our Ombuds team, a people leader, and Compliance/Legal/HR. In 2023, we responded to and investigated 498 policy concerns, 474 of which were closed as of March 22, 2024.

Policies and related links

The Spirit & The Letter
Integrity Guide for Suppliers, Contractors, and Consultants

Other compliance policies and programs

Our compliance organization has a number of programs that provide oversight of ethics-related issues. The Improper Payments Prevention program prevents and detects potential instances of bribery or corruption with customers, government officials, and other stakeholders across the globe. Our dealer compliance vetting process performs due diligence of dealers, distributors, and other indirect third parties in GE HealthCare's value chain. We updated and streamlined our Indirect Third Party Policy in 2023, with refreshed third-party risk levels and an expanded list of red flags and triggering events for further investigation in the due diligence process.

These programs address the requirements of regulations that prohibit companies from making corrupt payments to or otherwise bribing government officials, such as the U.S. Foreign Corrupt Practices Act, the U.K. Bribery Act of 2010, and similar anti-corruption and anti-bribery laws in other jurisdictions. Many of our customer interactions are subject to these regulations, as healthcare professionals in many countries are often considered government officials.
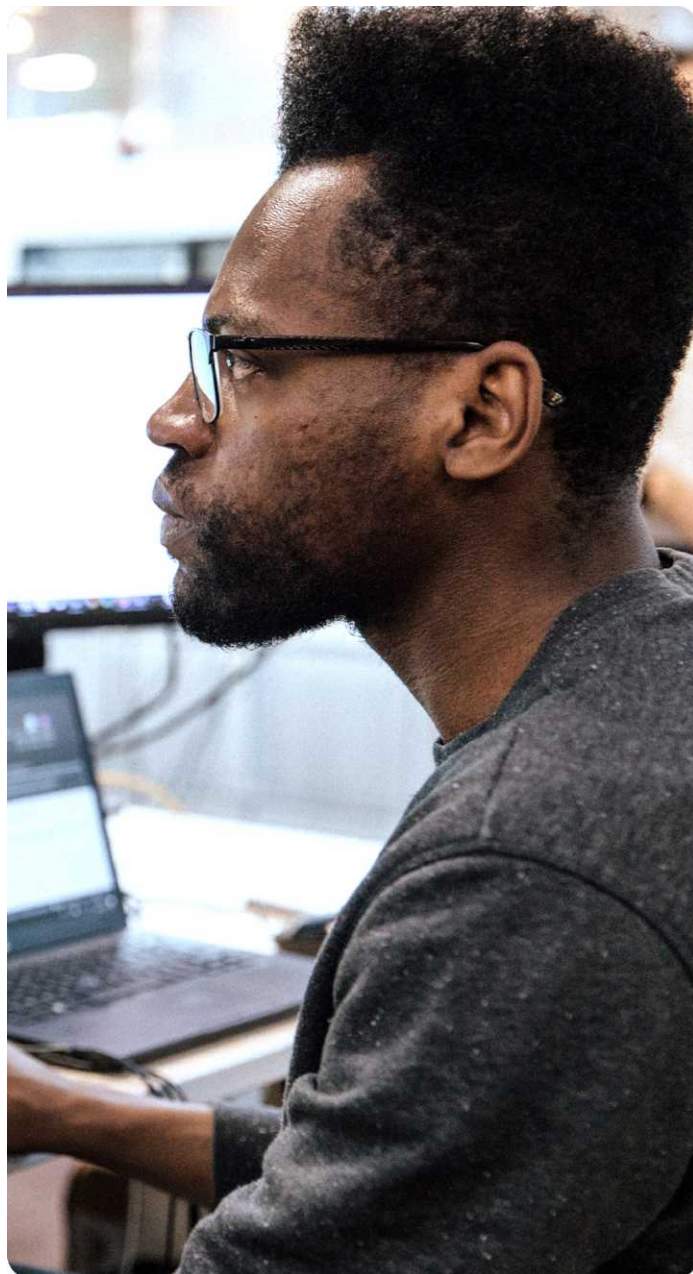
Education and awareness

Training and educating our colleagues on their obligations is an essential part of our Compliance program. All relevant GE HealthCare colleagues must complete a program consisting of mandatory training and education on applicable healthcare laws and our policies and procedures, with annual refresher courses via online learning modules. We periodically review and update our training programs to identify any potential new areas for training and to align the program with our compliance policies. Mandatory courses are organized around these key areas: *The Spirit & The Letter*, anti-bribery, anti-kickback statute, privacy, harassment and bullying, quality, and EHS. In keeping with its recent update, we will launch new online training for all colleagues on *The Spirit & The Letter* in 2024. In 2023, 98.6% of colleagues completed the annual assignment on *The Spirit & The Letter*.

The Compliance team organizes an annual Ethics and Integrity Week to raise awareness across our global footprint. With a theme of Living Ethics and Integrity Every Day, the 2023 event engaged colleagues from across the company. Thousands of people attended regional site-based and global activities, including interactive online sessions on topics such as ethical choices, compliance scenarios, and respectful workplaces. We offered translation playback in multiple languages for selected presentations to help these critical messages reach colleagues who speak languages other than English.

Compliance risk assessment and monitoring

In 2023, GE HealthCare updated and customized our compliance risk assessment for the needs of a standalone healthcare company. This process involved a wide-ranging survey of more than 350 business partners globally to discuss how to better mitigate compliance-related risks. Based on these insights, we identified areas where additional training, awareness, policies, or monitoring were needed. The team identified the top five risks associated with compliance across GE HealthCare and for each region and segment, and created mitigation plans with the business.

Human rights

Respect for human rights is at the heart of GE HealthCare's culture of integrity. Our commitment is grounded in the United Nations Guiding Principles on Business and Human Rights, the Organisation for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises, and the Ten Principles of the UNGC. Driven by these standards, we strive to respect the fundamental dignity of everyone we might affect directly through our operations, products, and services, and indirectly through our business relationships across the world. Our ideals flow from the International Bill of Human Rights, the International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work, and the UN SDGs.

We are committed to working with all our business partners and entities throughout our value chain, including agents, suppliers, and vendors, to align their policies and practices with the expectations set forth in our Human Rights Statement of Principles.

We endeavor to develop and continuously improve our procedures to identify, prevent, mitigate, and remedy our salient human rights impacts. For instance, our SRG group completes on-site audits of suppliers in high-risk countries. These audits include questions that assess the supplier's treatment of their employees and ascertain that they do not use child or forced labor and do not violate workers' rights. Please see the Ethical supply chain section for more information about the steps that GE HealthCare takes to uphold human rights in our supply chain.

Responsibility for implementing our Human Rights Policy is integrated into GE HealthCare's functions through relevant policies, processes, and reporting lines. We adhere to requirements pertaining to risk assessment, due diligence of third parties, and escalation and remediation of human rights concerns to address our most salient human rights risks.

The Board, through the Governance Committee, oversees the protection of human rights. The Compliance and Legal functions define the specific human rights risks for which the company must have documented and auditable controls, and they require the company to have appropriate mechanisms to monitor those controls.

We also provide training and education on human rights, including:

- Mandatory biennial training for all members of Sourcing, Legal, and Human Resources teams.
- Eyes Always Open training for SRG, sourcing, and supplier quality auditors who interact directly with suppliers.
- Smaller group meetings with product and commercial groups, as appropriate.

Policies and related links

The Spirit & The Letter
Human Rights Statement of Principles
2023 Australian Modern Slavery Act Statement
2023 U.K. Modern Slavery Act Statement
Animal research fact sheet
Stem cell research fact sheet

GE HealthCare policies supporting human rights

The Spirit & The Letter details our human rights expectations of all directors, officers, and colleagues, including subsidiaries and affiliates. We also outline our commitments in the GE HealthCare Human Rights Statement of Principles. GE HealthCare maintains policies and procedures as required by the Federal Acquisition Regulation 52.222-50, Combating Trafficking in Persons. These requirements flow down to suppliers and subcontractors, as required. GE HealthCare also requires all suppliers and subcontractors to sign on to minimum standards set out in the Integrity Guide for Suppliers, Contractors, and Consultants. Other related enterprise-wide requirements are detailed in policies such as the EHS Policy and the Respectful Workplace Policy, which our suppliers and subcontractors are also expected to uphold.

Ethics in research and development

High-quality scientific research is essential to inventing the tools that transform care and empower healthcare professionals to go above and beyond for patients. GE HealthCare recognizes the ethical concerns involved when researching and developing new solutions and advancing existing products and technologies. We conduct our research in accordance with applicable laws and align with good industry practices and other relevant international guidelines. More information about how we approach ethical considerations related to R&D is in our fact sheets on animal research and stem cell research.

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Responsible AI

Today, AI applications are proliferating globally, and there is excitement around generative language models that can produce novel pictures and text. These broad capabilities could reframe AI's role in precision patient care. Finding subtle patterns within reams of information, AI tools can enable connecting the dots hidden among millions of clinical data points to fill the gap between what patients need and what clinicians can provide.

GE HealthCare is working to unlock AI's potential to help customers leverage data across healthcare systems, solve operational and diagnosis challenges, and develop personalized approaches to improve patient outcomes — but these advances will be meaningless without the trust of clinicians and patients. According to GE HealthCare's Reimagining Better Health survey, 55% of medical professionals worldwide believe AI is not ready for medical use, and only 42% think AI can be trusted (in the U.S., it is only 25%).[18] Adhering to responsible AI practices — such as screening models for bias and preserving data privacy — will build the needed confidence in the technology.

As we expand our use of responsible AI, we are working to mitigate any associated risks. For instance, protecting patient data privacy is of paramount importance. We continue to invest in cybersecurity and compliance systems to enable adherence to standards and relevant data protection regulations, such as HIPAA in the U.S. and the GDPR in the EU. Additionally, a data governance framework, encryption techniques, and access controls are part of our overall strategy to secure data.

We also implement quality control processes and continuous monitoring to validate the accuracy of AI interpretations and minimize the risk of errors. GE HealthCare prioritizes the integration of machine learning operations (MLOps), which help maintain the reliability and robustness of AI from development to deployment. An MLOps system monitors the AI model in real time, conducting regular testing and sending an alert if it identifies any issues. On the back end, where images are interpreted and patterns recognized, a multifaceted approach helps mitigate risks. We have reliability and trustworthiness metrics, along with human-in-the-loop practices, in which AI outputs are reviewed by human experts to catch potential errors and provide necessary context. These combined efforts allow us to provide clients with the responsible AI solutions they seek.

Please see the Cybersecurity and data privacy section for more information about the steps that GE HealthCare takes to protect patient data.

Our responsible AI strategy has four main elements:

Ethical design: AI solutions are designed to improve patient health and well-being while respecting the principles of privacy, accountability, and security.

Explainability: Providing explainable models builds trust among patients and practitioners by being open about AI processes, workflows, and decisions.

Trustworthiness: Robust and fair AI solutions can build confidence in AI systems, with online performance monitoring verifying their robustness and providing unbiased outcomes for diverse populations. For instance, we build robustness of AI algorithms by multi-site validation.

Interoperability: Seamless integration with existing systems and intuitive user interface design to improve clinical and operational efficiencies can enhance collaboration and user experience.

In the spotlight

Digital technology has the potential to solve some of the biggest problems in healthcare today. But as with any new technology, AI's potential is breeding concerns, particularly that it could replace valuable human interactions in medicine. As science and engineering have advanced over the past 150 years, clinicians have embraced innovations that offer a clearer picture of what is going on inside patients' bodies and that facilitate earlier, more precise intervention and treatment plans.

AI can go one step further, finding subtle patterns within reams of information. Since this technology excels at repetitive tasks, it can take time-consuming, mundane chores off clinicians' hands. For instance, natural language processing and voice recognition tools can transcribe doctor-patient interactions, extract relevant information from journal articles, and generate comprehensive reports. This frees up clinicians to focus on what's most important: the patient.

Looking ahead, GE HealthCare envisions a future in which AI can create a cohesive mosaic of all the findings for each patient using data from medical scans, doctors' notes, lab results, and other medical sources. The challenge is that medical data comes in so many different formats, such as X-ray series, lab results, and doctors' dictated clinical notes. To synthesize all that information, the industry is developing models that can integrate images, audio, and text. Our CardioVisio tool, launched in 2023, is the first phase of this approach. It consolidates months' or years' worth of cardiac data to give clinicians an exhaustive history of a patient's heart health and provide patient-specific recommendations based on the latest clinical cardiac guidelines. With this holistic view, clinicians can offer truly personalized care, from initial assessment through treatment.

To learn more about how GE HealthCare is leveraging AI to create the future of healthcare, visit our website.

Appendices

Independent audit report for carbon emissions

LRQA Independent Assurance Statement

Relating to GE HealthCare's GHG Emissions Assertion for the Calendar Years 2022 and 2023

This Assurance Statement has been prepared for GE HealthCare Technologies Inc. in accordance with our contract.

Terms of Engagement

LRQA was commissioned by GE HealthCare Technologies Inc.'s (GE HealthCare) to provide independent assurance of their greenhouse gas (GHG) emissions inventory ("the Inventory") for the calendar years (CY) 2022 and 2023 against the assurance criteria below to a limited level of assurance and materiality of the professional judgement of the verifier using LRQA's verification procedure and ISO 14064 – Part 3 for greenhouse gas emissions. LRQA's verification procedure is based on current best practise and is in accordance with ISAE 3000 and ISAE 3410.

Our assurance engagement covered GE HealthCare's global operations and activities and specifically the following requirements:
- Verifying conformance with:
    - GE HealthCare's reporting methodologies for the selected datasets; and
    - World Resources Institute / World Business Council for Sustainable Development Greenhouse Gas Protocol: A corporate accounting and reporting standard, revised edition (otherwise referred to as the WRI/WBCSD GHG Protocol) for the GHG data[1].
- Evaluating the accuracy and reliability of data and information for only the selected indicators listed below:
    - Direct (Scope 1) GHG emissions; and
    - Energy Indirect (Scope 2) GHG emissions

Our assurance engagement excluded the data and information of GE HealthCare's suppliers, contractors and any third-parties mentioned in the Inventory.

LRQA's responsibility is only to GE HealthCare. LRQA disclaims any liability or responsibility to others as explained in the end footnote. GE HealthCare's responsibility is for collecting, aggregating, analysing and presenting all the data and information within the Inventory and for maintaining effective internal controls over the systems from which the Inventory is derived. Ultimately, the Inventory has been approved by, and remains the responsibility of GE HealthCare.

LRQA's Opinion

Based on LRQA's approach nothing has come to our attention that would cause us to believe that GE HealthCare has not, in all material respects:
- Met the requirements of the criteria listed above; and
- Disclosed accurate and reliable performance data and information as summarized in Table 1 below.

The opinion expressed is formed on the basis of a limited level of assurance[2] and at the materiality of the professional judgement of the verifier.

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[1] http://www.ghgprotocol.org/

[2] The extent of evidence-gathering for a limited assurance engagement is less than for a reasonable assurance engagement. Limited assurance engagements focus on aggregated data rather than physically checking source data at sites. Consequently, the level of assurance obtained in a limited assurance engagement is lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.

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Table 1. Summary of GE HealthCare GHG Emissions for CY 2022 and CY 2023

Scope	Category	CY 2022	CY 2023	Unit
Scope 1 Emissions	Direct	118,461	113,528	Metric Tons CO₂e
Scope 2 Emissions	Location-Based[1]	186,344	183,020	Metric Tons CO₂e
	Market-Based[1]	171,368	139,701	Metric Tons CO₂e
Biogenic Emissions	Bioenergy[2]	1,619	3,918	Metric Tons CO₂

Note 1: Scope 2, Location-based and Scope 2 Market-based are defined in the WRI/WBCSD GHG Protocol, 2015
Note 2: Biogenic emissions from stationary combustion of biodiesel and landfill gas.

LRQA's Approach

LRQA's assurance engagements are carried out in accordance with our verification procedure. The following tasks were undertaken as part of the evidence gathering process for this assurance engagement:
- interviewing relevant employees of the organization responsible for managing GHG emissions data and records;
- assessing GE HealthCare's data management systems to confirm they are designed to prevent significant errors, omissions or mis-statements in the Inventory by reviewing the effectiveness of data handling procedures, instructions and systems, including those for internal quality control;
- verifying historical GHG emissions data and records at an aggregated level for calendar years 2022 and 2023; and
- confirming GE Healthcare is following their base year recalculation policy, and that the policy is in conformance with the GHG Protocol. The recalculated base year was verified by LRQA (CY 2022 in Table 1 above).

LRQA's Standards, Competence and Independence

LRQA implements and maintains a comprehensive management system that meets accreditation requirements for ISO 14065 Greenhouse gases – Requirements for greenhouse gas validation and verification bodies for use in accreditation or other forms of recognition and ISO/IEC 17021 Conformity assessment – Requirements for bodies providing audit and certification of management systems that are at least as demanding as the requirements of the International Standard on Quality Control 1 and comply with the Code of Ethics for Professional Accountants issued by the International Ethics Standards Board for Accountants.

LRQA ensures the selection of appropriately qualified individuals based on their qualifications, training and experience. The outcome of all verification and certification assessments is then internally reviewed by senior management to ensure that the approach applied is rigorous and transparent.

Signed

Dated: May 23, 2024

Brooke Farrell
LRQA Lead Verifier
On behalf of LRQA, Inc.
810 Seventh Avenue, Suite 1110 NY, NY 10019
LRQA reference: UQA00002269/ 6677450

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Key performance indicators

Supplier responsibility governance audits	2022	2023
SRG data		
Number of global SRG audits[1]	220	262
Total suppliers approved	201	243
New suppliers	19	24
Existing suppliers	182	213
Suppliers from acquisition	0	6
Total suppliers rejected	1	1
New suppliers	1	0
Existing suppliers	0	0
Suppliers from acquisition	0	1
Total findings	919	1,859
Percentage of findings per category		
Health and safety	27%	27%
Environment	42%	41%
Emergency preparedness	12%	13%
Human rights and labor	10%	11%
Dormitory standards	0.3%	0.3%
Conflict minerals	1%	0.6%
Security/other	8%	7%
Audits per region		
USCAN	0%	0%
Rest of world	56%	40%
China	37%	47%
EMEA	6%	13%

Safety	2022	2023
Injury and Illness Total Recordable Rate[2,4]	0.35	0.32
Lost Time Injury Rate[3,4]	0.14	0.14
Fatalities - employees	0	1
Fatalities - contractors	0	0
ISO 45001 operations certified	42	45
Percentage of sites ISO 45001-certified	38%	41%

Environmental performance	2022	2023
ISO 14001 operations certified	43	49
ISO 50001 operations certified	23	23
Percentage of sites ISO 14001-certified	39%	44%
Percentage of sites ISO 50001-certified	21%	21%
Global penalties paid (USD in thousands)	$6	$291
Spill and release reportable events	2	8
Air exceedance reportable events	3	0
Wastewater exceedance reportable events	7	11
Total freshwater usage (cubic meters)	1,721,840	1,699,269
Percentage of workforce trained on environmental awareness topics	43%	43%

Compliance and ethics	2022	2023
Policy concerns raised	401	498
Policy concerns closed[5]	333	474
The Spirit & The Letter assignment completion	99.7%	98.6%

Diversity, equity, and inclusion/human capital	2022	2023
Voluntary attrition rate		
Professional band and above attrition	8.4%	5.3%
Pay equity		
Global gender pay equity	100%	100%
U.S. ethnically diverse pay equity	101%	101%
U.S. Black/African American pay equity	100%	101%
Collective bargaining agreements		
U.S. union percentage of workforce	6.7%	5.8%
Employee feedback		
Percentage of workforce completing the employee survey	—	75%
Employee engagement indicator[6]	—	75%
Global women representation		
Women representation in leadership[7]	34.2%	36.0%
Year-over-year (YOY) change	3.8%	1.8%
Women representation, professional[8] employees	33.7%	34.5%
YOY change	0.5%	0.8%
Women representation, all employees	32.1%	32.9%
YOY change	0.4%	0.8%
U.S. workforce data		
Disability	2.4%	5.4%
Veteran status	9.9%	9.5%

1 Value includes suppliers that were audited in 2023 and have a current status of "Under Review" while corrective actions are being finalized.

2 Number of work-related injuries and illnesses per 100 full-time workers during a one-year period. Injuries and illnesses based on application of U.S. OSHA recordkeeping requirements globally.

3 Number of work-related lost time injuries and illnesses cases per 100 full-time workers during a one-year period. Injuries and illnesses based on application of U.S. OSHA recordkeeping requirements globally.

4 The 2022 Total Recordable Rate and Lost Time Injury Rate have been updated from that previously reported to correct for changes in case status and minor updates to previously collected data.

5 As of March 22, 2024.

6 Engagement is a Glint Survey indicator that incorporates employee satisfaction and an employee net promoter score.

7 Leadership is executive band (senior management) employees and above.

8 Professional is professional band through senior professional band.

U.S. leadership data

Asian	13.8%	15.8%
YOY change	0.1%	2.0%
Black/African American	2.1%	1.9%
YOY change	-1.1%	-0.2%
Hispanic/Latino	6.0%	5.4%
YOY change	0.3%	-0.6%
American Indian/Alaska Native	0.2%	0.2%
YOY change	0.0%	0.0%
Native Hawaiian/Pacific Islander	0.0%	0.0%
YOY change	0.0%	0.0%
Multi-racial	1.4%	1.5%
YOY change	-0.4%	0.6%
Total racial and ethnic minority	23.6%	24.8%
YOY change	-1.1%	1.2%

U.S. professional data

Asian	12.1%	12.6%
YOY change	-0.1%	0.5%
Black/African American	4.5%	4.6%
YOY change	0.4%	0.1%
Hispanic/Latino	6.2%	6.2%
YOY change	0.2%	0.0%
American Indian/Alaska Native	0.3%	0.2%
YOY change	0.0%	-0.1%
Native Hawaiian/Pacific Islander	0.2%	0.2%
YOY change	0.0%	-0.2%
Multi-racial	1.9%	2.0%
YOY change	0.2%	0.1%
Total racial and ethnic minority	25.1%	25.8%
YOY change	0.8%	0.7%

U.S. all employee data

Asian	10.5%	11.0%
YOY change	0.2%	0.5%
Black/African American	7.2%	6.9%
YOY change	0.5%	-0.3%
Hispanic/Latino	8.3%	8.4%
YOY change	0.4%	0.1%
American Indian/Alaska Native	0.4%	0.4%
YOY change	0.0%	0.0%
Native Hawaiian/Pacific Islander	0.2%	0.2%
YOY change	0.0%	0.0%
Multi-racial	2.2%	2.3%
YOY change	0.1%	0.1%
Total racial and ethnic minority	28.6%	29.2%
YOY change	1.4%	0.6%

Product quality and safety	2022	2023
483 observations	0	3
Warning letters	0	0
U.S. recalls - Class 1	2	2
U.S. recalls - Class 2	19	10
Outside of U.S. recalls	—	9

Product design and lifecycle management[9]	2022	2023
Total reuse weight (kg)	6,966,459	7,317,515
Total landfill weight (kg)	348,335	439,145
Total weight (kg)	7,314,794	7,756,661

9 Values include Imaging, Magnets, Magnet Upgrades, Ultrasound, and Surgery products for 2023 and Imaging, Magnets, and Ultrasound for 2022, expanding on our 2022 disclosure. Imaging and Ultrasound values based on USCAN, EMEA, and Japan.

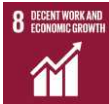| Climate change and energy	2021[10]	2022 (baseline year)	2023
Total Scope 1 and 2 GHG emissions (million mtCO$_2$e, market-based)[11]	0.292	0.290	0.253
Scope 1 emissions (million mtCO$_2$e)[11]	0.117	0.118	0.114
Scope 2 emissions (million mtCO$_2$e, market-based)[11]	0.174	0.171	0.140
Scope 2 emissions (million mtCO$_2$e, location-based)[11]	0.180	0.186	0.183
Scope 3 emissions total (million mtCO$_2$e)	—	6.8	6.8
Scope 3 emissions downstream (million mtCO$_2$e)	—	4.2	4.3
Scope 3 emissions upstream (million mtCO$_2$e)	—	2.5	2.5
Other direct GHGs released (mtCO$_2$e)		836	406
Bioenergy emissions (mtCO$_2$)	—	1,619	3,918
CO$_2$ emissions (mtCO$_2$)	—	284,670	246,475
Methane (CH$_4$) emissions (mtCO$_2$e)	—	136	118
Nitrous oxide (N$_2$O) emissions (mtCO$_2$e)	—	1,000	1,094
Hydrofluorocarbon emissions (mtCO$_2$e)	—	4,410	3,410
Perfluorcarbon emissions (mtCO$_2$e)	—	1,824	2,130
Sulfur hexafluoride emissions (mtCO2e)	—	0.99	1.22
Percentage of electric vehicles in fleet[12]	—	9%	14%
Operational energy use (MWh)	—	1,015,393	1,025,314
Total electricity (MWh)[12]	—	496,821	515,742
Total renewable energy (MWh)[12]	—	136,032	219,289
Percentage of renewables used[12]	—	13.0%	21.0%

10 In 2023, we adjusted our GHG accounting methodology to reflect updated market-based emissions factors from 2022 onward.

11 Emissions data audited by a third party; see Independent Audit Report for more information.

12 In 2023, we improved data collection and accounting leading to a change in the values reported in 2022.

UN SDG index

The following table provides an outline of how GE HealthCare contributes to the achievement of the UN SDGs.

PRIMARY SDGs	
SDG	**How we contribute to the achievement of the SDG**
Goal 3: Ensure healthy lives and promote well-being for all at all ages.	We provide medical technology, pharmaceutical diagnostics, and digital solutions to help hospitals and medical facilities diagnose and treat patients across approximately 160 countries. We work with the healthcare ecosystem to expand access to an even broader population to enable earlier, better, and faster diagnosis and treatment for more patients. We support achievement of this goal by prioritizing healthcare access as an important patient need. We address this on multiple fronts. We invest in the development of innovative technologies with fewer infrastructure requirements and in AI for situations in which infrastructure and healthcare professionals may be limited. We make our solutions more affordable by offering refurbished options. We train healthcare professionals and advance health equity. More about our work to advance access to healthcare is in the Expanding access to healthcare section. Furthermore, as a leading global medical technology company, we recognize the relationship between a healthy environment and healthy people. We have developed a four-pillar framework that provides the structure for our environmental management priorities and objectives. Information about the four pillars is in the Environmental considerations in operation section.
Goal 8. Promote sustained, inclusive, and sustainable economic growth, full and productive employment, and decent work for all	We contribute to this goal through our employment opportunities and supply chain activities. Respect for human rights is at the heart of our culture, and we are committed to working with our business partners and entities throughout our value chain to align their policies and practices with the expectations set forth in our Human Rights Statement of Principles. A culture of innovation is a core element of our business. Our R&D efforts concentrate on creating new products and solutions, developing new applications for products, and enhancing our existing products to improve outcomes for customers and patients. We employ approximately 10,300 engineers and scientists worldwide and engage in and sponsor clinical research and product development through collaborations with universities, medical centers, and other organizations.
Goal 10: Reduce inequality within and among countries.	In addition to supporting SDG 3, our work to advance healthcare access supports targets of SDG 10. More about our work to advance access to healthcare is in the Expanding access to healthcare section. We are also enhancing diversity, equity, and inclusion within our company, addressing pay equity, and creating and maintaining a diverse supplier base because it drives innovation and promotes inclusion.
Goal 12: Ensure sustainable consumption and production patterns.	We work to design reliable and repairable equipment that can keep serving patients for as long as possible. Environmentally conscious design is a fundamental principle in the development of our products. As we assess the production and lifecycle of a product, we consider circularity from the outset as well as potential impacts, including energy and water use, hazardous substances, and waste management. We provide refurbishment and recycling options to our customers and the healthcare ecosystem once equipment reaches the end of its working life, and we buy back equipment for lifecycle extensions. More information on our work to contribute to a circular economy is in the Environmental considerations in products section.
Goal 13: Take urgent action to combat climate change and its impacts.	Our goal is to reduce operational GHG emissions (Scope 1 and 2) by 42% and Scope 3 emissions from purchased goods and services, upstream transportation and distribution, business travel and use of sold products by 25% by 2030 compared to a 2022 baseline. These goals are interim milestones on our road to reaching net zero by 2050. The SBTi recently approved our science-based targets. To achieve our net zero goal, we aim to mitigate 90% of our baseline GHG emissions, with any remaining emissions addressed through carbon removal methods.

SECONDARY SDGs	
SDG	**How we contribute to the achievement of the SDG**
Goal 1: End poverty in all its forms everywhere.	In addition to supporting SDGs 3 and 10, our work to advance healthcare access supports targets of SDG 1. More about our work to advance access to healthcare is in the Expanding access to healthcare section. Our climate change mitigation work also contributes to reducing exposure and vulnerability to climate-related extreme events and other disasters.
Goal 4: Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.	Healthcare professionals are critical to providing more effective and accessible patient care, and we offer technical training for the clinicians who operate and maintain healthcare equipment. Descriptions of several of our training initiatives are in the Healthcare workforce and education section. We believe a culture and expectation of continuous learning is essential to our progress as an organization, and we expect all colleagues to demonstrate a growth mindset through continuous learning and skill development. More information about our learning and development opportunities is in the Talent management section. We recognize our responsibility to provide a pathway for future generations into the fields of healthcare and engineering. We sponsor many philanthropic efforts to promote STEM to girls and underrepresented groups, such as GE Girls, Girls Get Set, First Robotics, and more.
Goal 5: Achieve gender equality and empower all women and girls.	We believe embedding diversity, equity, and inclusion in our culture will result in our colleagues feeling valued and having a sense of belonging, our patients feeling represented in the healthcare solutions we provide, and our customers feeling engaged. Details on how we build a culture of diversity, equity, and inclusion is in the Diversity, equity, and inclusion section. We achieved 100% pay equity globally for gender in 2023. On average, men and women performing similar work are paid the same, taking into account factors such as the job being performed, experience, and location. Our pay equity results cover 75% of professional band through executive band colleagues. The results for gender globally include colleagues in 11 countries (the U.S. and the top 10 countries with at least 500 in-scope colleagues).
Goal 9: Build resilient infrastructure, promote inclusive and sustainable industrialization, and foster innovation.	We support this SDG through our development of integrated solutions, services, and data analytics to make hospitals more efficient, clinicians more effective, therapies more precise, and patients healthier and happier. In addition to supporting SDG 8, our culture of innovation and the work of our 10,300 engineers and scientists worldwide also address targets of SDG 9. Our history of innovation is summarized in the About GE Healthcare section.
Goal 15: Protect, restore, and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, halt and reverse land degradation, and halt biodiversity loss.	Healthy ecosystems are intrinsically linked to healthy people. We are taking action to protect and restore biodiversity in the communities in which we operate. Details on our biodiversity, resource conservation, and pollution prevention and management efforts can be found in the Environmental considerations in operations section.
Goal 16: Promote peaceful and inclusive societies for sustainable development, provide access to justice for all, and build effective, accountable, and inclusive institutions at all levels.	We prioritize acting with integrity in everything we do. Always acting with the highest levels of integrity is the foundation for our five Cultural Operating Principles. Respect for human rights is at the heart of our culture of integrity. We are committed to working with all our business partners and entities throughout our value chain to align their policies and practices with the expectations set forth in our Human Rights Statement of Principles. Our compliance organization has several programs that oversee ethics-related issues. Training and educating our colleagues on their obligations is an essential part of our Compliance program.
Goal 17: Strengthen the means of implementation and revitalize the Global Partnership for Sustainable Development.	We collaborate with associations, organizations, and policymakers around the world to enable more resilient healthcare systems, increase access to healthcare, and reduce the environmental impact of our products and operations.

SASB index

This report is informed by the SASB framework. GE HealthCare reports to SASB Standards for the medical equipment and supplies Industry.

Topic	Accounting metric	Code	Response or location
Affordability and pricing	Ratio of weighted average rate of net price increases (for all products) to the annual increase in the U.S. Consumer Price Index	HC-MS-240a.1	GE HealthCare does not disclose this data.
			Expanding access to healthcare is one of GE HealthCare's priorities. Cost is a significant factor in making care more accessible, and we are working to make prevention, care, and treatment more affordable. See our Expanding access to healthcare section.
	Description of how price information for each product is disclosed to customers or their agents	HC-MS-240a.2	Our customers are healthcare providers and researchers, including public, private, and academic institutions. We deploy a global multi-channel commercial model consisting of approximately 9,900 sales professionals and a network of approximately 5,000 indirect third-party partners. Our commercial model is organized according to the needs of our customers and includes global and regional marketing, regional inside sales teams, field-based sales teams, and sales agents and distributors.
			Our pricing terms are included in customer contracts and could include sales incentives, discounts, returns, chargebacks, group purchasing organization fees, rebates, or credits. See Sales and Distribution Model and Revenue Recognition sections in the 2023 Form 10-K.
Product safety	Number of recalls issued, total units recalled	HC-MS-250a.1	In 2023, GE HealthCare had two Class I and 10 Class II recalls. Outside the U.S., GE HealthCare had nine recalls. See our Product and service quality and safety section.
			GE HealthCare Recalls TruSignal SpO2 Sensors for Issues That May Reduce Defibrillation Energy, Expose Patients to Unintended Voltage, or Give Inaccurate Readings
			GE HealthCare Recalls Nuclear Medicine 600/800 Series Systems for Risk of Detector Fall That May Injure Patients
	List of products listed in the FDA's MedWatch Safety Alerts for Human Medical Products database	HC-MS-250a.2	See the MedWatch Safety Alerts for Human Medical Products database.
	Number of fatalities related to products as reported in the FDA Manufacturer and User Facility Device Experience	HC-MS-250a.3	We report all data as required by the FDA. Manufacturers and device user facilities must report information that reasonably suggests a medical device may have caused or contributed to a fatality or serious injury. In 2023, nine fatalities related to products were reported in the FDA Manufacturer and User Facility Device Experience.
	Number of FDA enforcement actions taken in response to violations of current Good Manufacturing Practices, by type	HC-MS-250a.4	During fiscal year 2023, there were zero FDA enforcement actions taken in response to Good Manufacturing Practices. See our Product and service quality and safety section.
Ethical marketing	Total amount of monetary losses as a result of legal proceedings associated with false marketing claims	HC-MS-270a.1	In the normal course of our business, we are involved from time to time in arbitration; class actions; commercial, intellectual property, and product liability litigation; government investigations; investigations by competition/antitrust authorities; and other legal, regulatory, or government actions. Some of those legal matters are described in Note 14 (Commitments, Guarantees, Product Warranties, and Other Loss Contingencies) in our 2023 Form 10-K.
			No legal proceedings associated with false marketing claims are disclosed in the 2023 Sustainability Report or Form 10-K.

Topic	Accounting metric	Code	Response or location
	Description of code of ethics governing promotion of off-label use of products	HC-MS-270a.2	GE HealthCare has a comprehensive Compliance program consistent with the U.S. Department of Health and Human Services Office of Inspector General's Compliance Program Guidance for Pharmaceutical Manufacturers as well as applicable industry codes of conduct for our two business segments—Medical Devices and Pharmaceutical Diagnostics. GE HealthCare's Compliance program includes a Code of Conduct (*The Spirit & The Letter*) as well as various other policies and procedures. GE HealthCare policy prohibits the promotion of products off-label, and the company trains applicable colleagues on this. GE HealthCare certifies annually to adopt the AdvaMed Code of Ethics on Interactions with U.S. Health Care Professionals and abides by the PhRMA Code of Ethics on Interactions with Health Care Professionals, as applicable and relevant to the two business segments. Section X of the AdvaMed Code of Ethics covers communications for the safe and effective use of medical technology, including off-label uses of the technology. See our Ethics and compliance section for more information.
Product design and lifecycle management	Discussion of process to assess and manage environmental and human health considerations associated with chemicals in products and to meet demand for sustainable products	HC-MS-410a.1	See our Environmentally conscious design section, Hazardous materials and conflict minerals section, and Annual Report on Conflict Minerals.
	Total amount of products accepted for take-back and reused, recycled, or donated, broken down by: (1) devices and equipment and (2) supplies	HC-MS-410a.2	Asset Recovery and buy-back programs recovered approximately 7,375 units of imaging, ultrasound, magnets, and surgery machines in 2023, leading to 7.3 million kilograms of reused material. The refurbished equipment is redeployed only after it meets pre-specified quality standards. See our Offering refurbished and certified products section.
Supply chain management	Percentage of (1) entity's facilities and (2) Tier I suppliers' facilities participating in third-party audit programs for manufacturing and audit quality	HC-MS-430a.1	100% of GE HealthCare's facilities and 38% of Tier I suppliers' facilities participate in third-party audit programs for manufacturing and audit quality. See our Product and service quality and safety section and Ethical supply chain section.
	Description of efforts to maintain traceability within the distribution chain	HC-MS-430a.2	We leverage tracking technologies and enterprise resource planning solutions, which helps ensure compliance with regulatory, quality, and control requirements. See our Ethical Supply Chain section.
	Description of the management of risks associated with the use of critical materials	HC-MS-430a.3	See our Ethical Supply chain section and Hazardous materials and conflict minerals section. GE HealthCare has developed and deployed a comprehensive supply chain risk management approach to identify, assess, prioritize, and mitigate supply risk. Mitigation strategies include internal and third-party risk management tools, maintaining objective evidence of suppliers' compliance with minimum viable quality standards and audits of conformance with those standards, conducting ongoing supplier and internal audits, developing resiliency plans, and investing in internal data and analytic architecture. Based on risks identified, we may be required to identify and qualify one or more replacement suppliers or to redesign or modify our products to incorporate new components. We also make efforts to diversify our suppliers.
Business ethics	Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	HC-MS-510a.1	In the normal course of our business, we are involved from time to time in arbitration; class actions; commercial, intellectual property, and product liability litigation; government investigations; investigations by competition/antitrust authorities, and other legal, regulatory, or government actions. Some of those legal matters are described in Note 14 (Commitments, Guarantees, Product Warranties, and Other Loss Contingencies) in our 2023 Form 10-K.
	Description of code of ethics governing interactions with healthcare professionals	HC-MS-510a.2	GE HealthCare's Code of Ethics and Integrity (*The Spirit & The Letter*) discusses how the company interacts with customers, stakeholders, and others internally. *The Spirit & The Letter* can be found here. GE HealthCare also certifies annually to adopt the AdvaMed Code of Ethics. See our Ethics and compliance section for more information.

Table 2. Activity Metrics

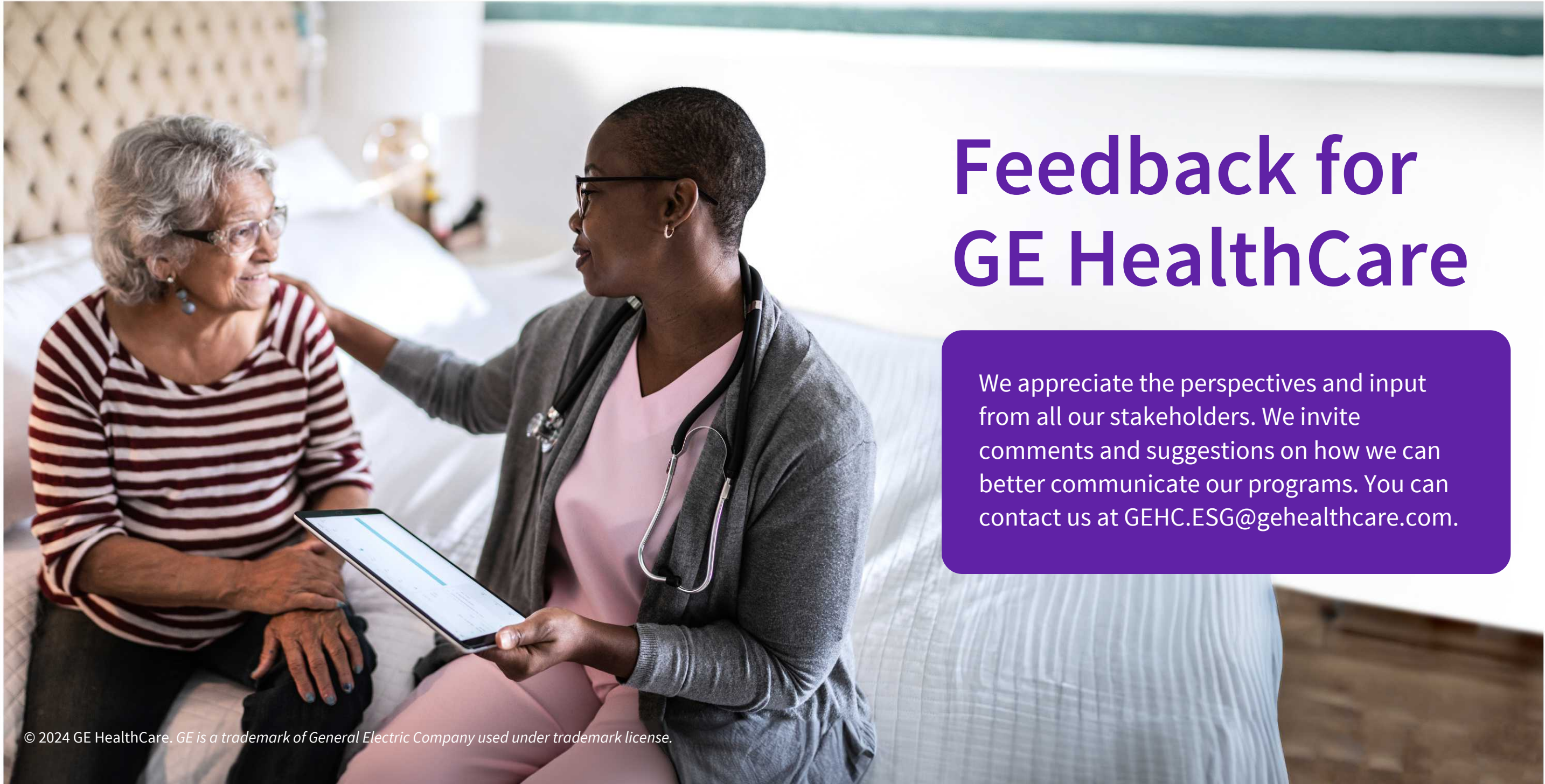| Activity metric		Code	Response or location
Number of units sold by product category		HC-MS-000.A	Number of units sold are not disclosed, but revenues by segment are disclosed. 2023 revenue by segment: Imaging—$10.581 billion; Ultrasound—$3.457 billion; Patient Care Solutions—$3.142 billion; Pharmaceutical Diagnostics—$2.306 billion; and Other—$66 million.

TCFD index

This report is informed by the recommendations of the TCFD. We continue to assess our climate-related risks and opportunities to increase our resilience and plan to expand our transparency and reporting in future reports.

Topic	Recommended disclosure	Response or location
Governance: Disclose the organization's governance around climate-related risks and opportunities.	a. Describe the board's oversight of climate-related risks and opportunities.	a. GE HealthCare's governance framework is foundational to the ESG program. Our Board has an integral role in overseeing our ESG program and activities and receives regular updates to remain apprised of potential ESG risks and opportunities. For more details on the Board's oversight, see the Sustainability governance section and page 26 of our 2024 Proxy Statement.
	b. Describe management's role in assessing and managing climate-related risks and opportunities.	b. GE HealthCare management has primary responsibility for the practices, processes, and procedures to proactively and comprehensively manage risks. Management conducts a full enterprise risk assessment annually, with enterprise risks organized into broad categories of strategic, operational, financial, regulatory, and IT/cybersecurity risk. For more information on the ERM program, see pages 22-23 of our 2024 Proxy Statement and the Enterprise risk management section. In addition to the ERM program, GE HealthCare has an Enterprise Stewardship Program Committee that oversees ESG efforts and the ERM program, and a Climate Council composed of cross-functional leaders across the organization that drives execution of the company's approach to climate change. For more details on the Enterprise Stewardship Program Committee and Climate Council, see the Sustainability governance section and Environmental considerations in operations section.
Strategy: Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning where such information is material.	a. Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	a. GE HealthCare completed a climate risk assessment of our physical and transition climate-related risks and opportunities in 2023. The climate risk assessment identified six prioritized climate risks and analyzed their likelihood and potential impacts over a three-year period and a 2050 time horizon. For more detail on the six prioritized climate risks, see the Climate risk assessment section. The assessment also pinpointed areas of opportunity. For more details on areas of opportunity, see the Environmental considerations in products section.
	b. Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	b. GE HealthCare factors climate-related risks and opportunities into our business, including our products and services. For example, our businesses have issued many environmental product collaterals, which can be found on the Sustainability Reports hub. These collaterals cover specific products and describe how the products contribute to a reduction in environmental impact. See the Environmentally conscious design section for more information.
	c. Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	c. See the Climate risk assessment section for more information. GE HealthCare will be enhancing vulnerability identification, scenario planning, and implementation of risk mitigation and resiliency measures at prioritized sites. More information will be provided in future reports.
Risk management: Disclose how the organization identifies, assesses, and manages climate-related risks.	a. Describe the organization's processes for identifying and assessing climate-related risks.	a. GE HealthCare's ERM process, which includes the identification and assessment of climate-related risks, is described on page 22 of our 2024 Proxy Statement and in the Enterprise risk management section.
	b. Describe the organization's processes for managing climate-related risks.	b. For a description of how key risks are managed, see page 22 of our 2024 Proxy Statement and the Enterprise risk management section. GE HealthCare has a goal to achieve net zero by 2050. An interim goal is to reduce our operational GHG emissions (Scope 1 and 2) by 42% and our Scope 3 emissions from purchased goods and services, upstream transportation and distribution, business travel and use of sold products by 25% by 2030 compared to a 2022 baseline. For more details on our strategy to reduce our emissions, see the Climate change section.
	c. Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	Climate risks are embedded into our ERM program. For more information, see page 22 of our 2024 Proxy Statement and the Enterprise risk management section.
Metrics and targets: Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.	a. Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	We monitor a number of climate-related metrics in addition to our emissions. See the Climate change section and the Key performance indicators in the Appendices.
	b. Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 GHG emissions and the related risks.	See the Climate change section and the Key performance indicators in the Appendices.
	c. Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	See the Climate change section and the Key performance indicators in the Appendices.

Acronyms

AdvaMed	Advanced Medical Technology Association	**MLOps**	Machine learning operations
AIEC	Advanced Imaging Education Center	**MR**	Magnetic resonance
AI	Artificial intelligence	**MRI**	Magnetic resonance imaging
BEVs	Battery electric vehicles	**MI**	Molecular imaging
CAPA	Corrective and preventive actions	**MWh**	Megawatt hour
CEO	Chief Executive Officer	**NGO**	Non-governmental organization
CO$_2$	Carbon dioxide	**NGRGs**	Next Generation Resource Groups
CRRB	Compliance and Risk Review Board	**NICU**	Neonatal infant care unit
CT	Computed tomography	**OSHA**	Occupational Safety and Health Administration
DEI	Diversity, equity, and inclusion	**PAC**	Political Action Committee
DNN	Deep neural network	**PACE**	Performance, Assessment, Coaching, and Enablement
ECD	Environmentally conscious design	**PCS**	Patient Care Solutions
EEO-1	U.S. Federal Employment Information Report	**PDx**	Pharmaceutical Diagnostics
EHS	Environmental, health, and safety	**PET**	Positron emission tomography
ELM	Environmental Leadership and Management	**PHEVs**	Plug-in hybrid electric vehicles
EMEA	Europe, the Middle East, and Africa	**PhRMA**	Pharmaceutical Research and Manufacturers
Emerge U	Emerge University	**PVC**	Polyvinyl chloride
ERGs	Employee Resource Groups	**QMS**	Quality Management System
ERM	Enterprise risk management	**REACH**	Registration, Evaluation, Authorization, and Restriction of Chemicals
ESG	Environmental, social, and governance	**R&D**	Research and development
ESP	Enterprise Stewardship Program	**SASB**	Sustainability Accounting Standards Board
FDA	Food and Drug Administration	**SBTi**	Science Based Targets initiative
GDPR	General Data Protection Regulation	**SRG**	Supplier Responsibility Governance
GE	General Electric Company	**TCFD**	Task Force on Climate-related Financial Disclosures
GE HealthCare	GE HealthCare Technologies Inc.	**tCO$_2$e**	Carbon dioxide equivalent
GHG	Greenhouse gas	**3TG**	Tin, tantalum, tungsten, and gold
HIPAA	Health Insurance Portability and Accountability Act	**UNGC**	United Nations Global Compact
IAEA	International Atomic Energy Agency	**UN SDGs**	United Nations Sustainable Development Goals
ICH	International Council for Harmonisation of Technical Requirements for Pharmaceuticals for Human Use	**USCAN**	United States and Canada
IEC	International Electrotechnical Commission	**WBFA**	Wellbeing Foundation Africa
ISO	International Organization for Standardization	**WHO**	World Health Organization

Feedback for GE HealthCare

We appreciate the perspectives and input from all our stakeholders. We invite comments and suggestions on how we can better communicate our programs. You can contact us at GEHC.ESG@gehealthcare.com.